

"NIKE" "VITTORIA"

"VICTORIA"
"VICTORY"



Local 738 Overcomes Language Barrier

see page 11

The "V" for victory is the happy symbol as the staff which organized E. J. Brach Candy Company met to celebrate at Local 738 headquarters. Front row, from left, Mary Durkee, Antonio Garcia, Tony Stephens, Tony Scorozo, Josepa Giganti, and Jean Smith. Standing, Tom Cash, trustee; Herron Roberson, trustee; Raymond Domenic, president; Sam Keshen, secretary-treasurer; John McKnight, vice-president; and Manny Pearl, recording-secretary.

Un buon piano per la pensione necessita il lavoro
d'assicurazione necessitano il lavoro di esperti
lagnanze bisogno stewards bene allenati, esperti
esperti dell'Unione per difendere le vostre lagnan

Pensión de 300 dolares después de 20 años para
retirarse actualmente y más adelante.

Colocación en la Tabla de Avisos de todas las
las preferencias de turno.

Η Έταιρία θα ψηφιστεί επί Νομοθεσιακή
Όταν έβδε άρρωστοι θα ψηφισέτε.
Όταν νάωσις από την οίκο ένα

Brewery, Construction Divisions Meet see pages 4 and 6

WAGE-PRICE CONTROL



LABOR'S PLACE IN HISTORY

IT IS REASSURING to see that brains have risen like cream to overcome the milky idea of reviving wage-price guideposts, or if you like, establishing wage-price controls.

While the Administration still supports the guideline principle, it has come to realize that the principle must rest on "social acceptance." That's the way the President's Council of Economic Advisers put it recently.

Gardner Ackley, outgoing chairman of the council, put it even stronger last month. He said the Administration would not recommend direct wage and price controls, and added: "Under the conditions I foresee, the damage done by controls would outweigh the damage by continued excessive wage and price increases. You have a choice among evils, and direct controls are worse."

This is uncommon good sense. It plants a tombstone on a feared trend that would surely develop should the White House actually propose wage-price controls. At least a few months would pass before Congress could pass such a control law. During that period, both business and union leaders would try to jockey themselves into the best position to beat the freeze.

To go back in history, in the weeks between the outbreak of the Korean War in June, 1950, and the passage of controls in September, wholesale prices climbed 7 per cent; between September and the next January, the month the freeze became effective, they jumped another 8 per cent. In short, there was a pre-freeze wholesale price hike of 15 per cent. Wage earners suffered correspondingly as consumers.

After the freeze of wages and prices goes into effect, the agony then really begins—as described recently by Sylvia Porter, business columnist for the *New York Post*.

"A monstrous bureaucracy would have to be set up and strangulating red tape would be involved in administration of the freeze. Controls of this type are simply not possible without armies of policemen carrying little black books (with your prices and your wages listed in them) and big black penalty tickets to enforce the curbs.

"Rationing would become imperative because even armies of policemen could not control the prices of more than a stated, limited number of essential items. The natural tendency of manufacturers would be to cut the output of these controlled, comparatively unpopular items and to concentrate on other items not controlled and more profitable to make. The natural result of this shift would be growing scarcities of the controlled items and growing abundance of the uncontrolled items. The natural outcome of this in turn would be rationing of the essential products under control.

"Another bureaucracy then would become essential to enforce the rationing. Manpower, already short, would become even more scarce as workers would be drawn to the bureaucracies. We would intensify the wage pressures we would be trying to lessen.

"The quality of many products would deteriorate markedly. If a manufacturer could not charge higher prices to protect his profit margin, he would attempt to achieve this by lowering the quality of the product. The result would be both shortages and deteriorating quality . . .

"Black markets would inevitably spring up. Because prices of controlled products could not officially rise above the ceilings, black markets would develop in which the controlled products would be bought and sold above the ceilings.

"Because wages of workers in demand could not officially rise above the ceilings, black markets would emerge in which wages of these workers would be lifted secretly and by subterfuge.

"The threats of penalties would not stop this outright defiance and violation of the control laws. Threats never have, according to the experience of 1,667 years going back to the first wage-price freeze under the Roman Emperor Diocletian in 301 AD."

In short, wage-price controls would be a form of economic black death in the United States.

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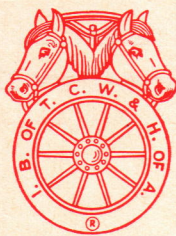
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Job Training Program
Sponsored by
Joint Council 42



The International Teamster has an average monthly circulation of 1,666,230 and an estimated readership of 4,200,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The

FIELD

Three Teamsters Die In Bridge Collapse

Three Teamsters Union members were among the dozens of victims killed when the Pt. Pleasant, W.Va.—Kanauga, Ohio bridge collapsed in mid-December.

All young members of Local 391 in Greensboro, N.C., they were Gene H. Mabe and Robert Towe, both drivers for Roadway Express, and Harold Cundiff, a driver for Hennis Freight lines, missing and presumed dead.

Four other members of the same local union suffered injuries when the bridge fell. They were William N. Needham, Jr., F. O. Nunn, S. F. Ellis, and William M. Edmondson, all road drivers.

Needham, in an interview after the tragedy, said it was only a matter of a few seconds between the time the bridge first rocked and then collapsed. He said he and his co-driver, Towe, were stopped approximately in the center of the span when it fell a distance of about 80 feet to the water.

Needham said there wasn't much time to be afraid or to wonder what to do next. He tried to remain calm and did not let go of the steering wheel—action that probably saved him from being knocked unconscious.

When the truck hit the bottom of the river, Needham said he tried to roll the window down to get out but the handle was missing. He then attempted to knock the window out and when it slipped down an inch or so, he managed to get his hand in the crevice and push it down far enough to get out.

The impact of the truck hitting the water was so great that Needham suffered a fractured back.

Testimonial Dinner For Retiring Officer

Some 500 persons attended a testimonial dinner recently honoring Tony G. Sutton, retiring as secretary-treasurer of Teamster Local 371 in Rock Island, Ill.

Sutton, a member of the Teamsters Union since 1936 and a full-time business representative for the past 21 years, was first elected secretary-treasurer in 1955.

In his earlier years, Sutton was a Golden Glove champ, winning the world title in 1932 as a middleweight. He later turned pro to take on all comers in a traveling sports show.

Vancouver Local Sponsors Marchers in Victoria

Teamster Local 464 of Vancouver, B.C., sponsored 20 marchers—all of them sons and daughters of members—in the recent "Miles for Millions Walk" in Victoria in which more than 10,000 Canadians participated and raised \$100,000.

The project by teenagers raised money for the purchase of portable classrooms for underprivileged Commonwealth countries. Sponsors contributed a certain amount of money for each mile completed in the 26-mile march. Twelve of the Local 464 marchers completed the full 26 miles.

Local Union Officer On State Air Board

Gerald A. Shearin, secretary-treasurer of Teamster Local 137 in Marysville, Calif., recently was appointed by Gov. Ronald Reagan to serve on the newly-established California Air Resources Board.

Shearin has been a long-time member of the Western Conference of Teamsters Policy Committee.

Alaska Local Union In New Building

Teamster Local 959 in Anchorage, Alaska, recently dedicated its new headquarters with the assistance of Mayor Joseph Sullivan.

Taking part in the dedication ceremonies were local union officers Jesse Carr, secretary-treasurer, Charles Currington, president, and Orville Lake, vice president.

The new offices include a large meeting room and supporting facilities.

NYC Local Launches Dental Care Program

Teamster Local 807 of New York City has launched a dental plan for all members and their wives.

The plan, according to Joseph F. Mangan, president of the local union, is underwritten by the local union's health and welfare fund.

Message of the General Vice President



Young Militancy

BACK IN February, 1966, General President Hoffa wrote in this column that whenever an incident occurs which requires public attention, the opinion makers and certain influential members of Congress respond with proposals to soak organized labor.

He said: "One reason this nation is still plagued, for example, with such problems as how to pay public employees a decent wage is because the only 'solution' which receives any notice are proposals for no-strike laws, compulsory arbitration and anti-trust laws for labor."

Today, the legislative hopper is brim full with just such proposals as the nation faces one of the gravest times in its history.

President Hoffa said: "Senators and Congressmen who vote against every measure directed toward the public good—medicare, aid to education, the war on poverty, and other broad social measures—suddenly become tremendously concerned with the public good when they can deceitfully relate the public good to more punitive laws for organized labor."

That social dilemma is still with us today, and will be with us until labor intensifies its political activity enough to serve notice on the Congress that the public no longer accepts punitive labor legislation as the answer to our country's every problem.

Although it has long been the policy of the International Union to urge total voter registration of the membership, and increased political activity by members and their families, our success is questionable.

Two years from now, can we write the same message here? Are we doomed forever to legislative threats from the National Association of

Manufacturers? Are we always to be on the defensive?

I do not believe we are, and my optimism stems from the fact that our membership roles are increasingly made up of the younger members of our society.

As I travel about the country talking with them, I find they are fed up with old prejudices and the 19th Century reaction of certain members of Congress to the country's needs.

I find that the younger membership is reluctant to play a legislative game with rules designed by self-perpetuating members of Congress.

Once our younger members demonstrate the same militancy at the ballot box as they do on the picketline, we will find that Congressmen will not be so willing to offer anti-labor legislation as the solution to all the country's ills.

This is the challenge I hold out to our younger members. While we fought on the picketline to build this union, I challenge our younger members to fight the legislative battle to preserve our gains and win new legislative victories for the national good.

As the political campaign approaches the November election, I urge our oldtimers to join with the younger segment of our membership in the kind of political activity which will make its influence felt in the proper places.

If we do not, the prospect for all of us in coming sessions of the Congress is not very bright, indeed.

A handwritten signature in cursive script, reading "Frank P. Hoffa".

STATE OF THE UNION

Expands Jurisdiction

Brewery-Soft Drink Conference Maps Intensive Organizing Drive

DECLARING that "organizing means survival," the Teamsters Union National Conference of Brewery and Soft Drink Workers expanded its jurisdiction and resolved, in a February meeting at Miami Beach, Fla., to step up its organizing activity.

Under the leadership of International Vice President Ray Schoessling of Chicago, secretary-treasurer of the Conference, some 75 delegates from 45 local unions approved conference constitutional changes broadening the jurisdiction to include workmen employed in citrus products, syrup, grain, and milling.

The Conference already had jurisdiction over brewing, malting, yeast, vinegar, soft drink, carbonated beverages, soda and mineral and other water industries.

The action followed approval of the jurisdictional change a few days earlier by the General Executive Board of the International Brotherhood of Teamsters in a regular quarterly board meeting.

Resolutions were passed to organize intensively to meet the growing trend of monopoly in brewing and soft drink and related industries; to seek unity of all brewery and soft drink workers

under the Teamster banner, and to work toward achieving the goal of national collective bargaining on an employer basis with multi-plant firms.

A highlight of the meeting was an



FRANK E. FITZSIMMONS

"... the only way to service the membership is on the job site ..."

address by General Vice President Frank E. Fitzsimmons. He complimented the 20-year-old Brewery and Soft Drink Conference on its achievements, and noted that the work and planning in all the Teamsters Union conferences "gets better every year."

Fitzsimmons reminded the delegates—most of them officers of local unions—that there is a new and urgent need "to recognize and understand the problems of our members in 1968."

What is needed, he said, is to impress younger members that current standards can be maintained only through continuing hard work and communications—not simply by maintaining membership.

Also addressing the meeting was International Vice President Dominick Calabrese of New Jersey, who pledged his assistance whenever needed.

Vice President Schoessling keyed the tone of the business sessions when he emphasized: "Organizing is the life blood of a union, but in the present-day brewing industry—and the same thing applies to soft drinks—organizing is a matter of survival."

Schoessling pointed out that the brewing industry, for example, has



Officers of the National Conference of Brewery and Soft Drink Workers who will serve for the next 4 years are (left to right): Seated—Louis Lanni; Joseph Quillen, recording secretary; John Hoh, director; IBT Vice President Ray Schoessling, secretary-treasurer; Henry Lubbe; Standing—George Dickman, Dave Levinger, Austin Shiver, Frank Seban, Al Dunne, Walter Gillies, Robert Lewis, John Felice, George Heinold. All except Schoessling, Hoh and Quillen are vice directors, including Tony Felicetta who was absent at photo time.

been moving toward a condition of complete domination by 5 of the largest national companies at the expense of scores of small and medium-sized breweries which have been forced out of business.

"Between 1960 and 1965," he said, "a total of 52 breweries were forced to close down. Twelve more closed in 1966, and 9 more during 1967. This elimination of plants took place against a background of all-time records set in national production and sales of beer each year."

While production and sales records were being set, Schoessling said, total manpower in the industry decreased in the 10 years between 1957 and 1967 from 50,500 to slightly over 40,000—a loss of 10,000 jobs.

The job loss trend shows every sign of continuing as the giants of the industry engage in price wars all over the country, under-selling local products, with the goal of pushing still

more of the smaller companies into closing.

Furthermore, Schoessling explained, the biggest companies are building newer and bigger breweries and automating them to boot.

John Hoh, president of Teamster Local 3 in New York City and newly-elected director of the Conference, said that because of the monopoly trend, "we must make sure we organize all new plants."

National Contracts

He added that local unions with jurisdiction in brewing and soft drinks no longer "can afford the luxury of isolation in our own districts." National contracts are the only reply to a company that shuffles its operations about the countryside. "If the plant moves away," Hoh said, "you are dead."

In soft drink discussions, it was noted that the number of plants in

that industry has shrunk from 6,000 to 3,000 in recent years.

Schoessling emphasized that there are still large numbers of soft drink plants to be organized, including syrup centers, and stressed that organization of delivery in this area is just as important as organization of production.

Resolution

The delegates passed a resolution of appreciation to George Leonard, former secretary-treasurer of Teamster Local 203 in Los Angeles and director of the Conference for the past 8 years. Leonard resigned the directorship.

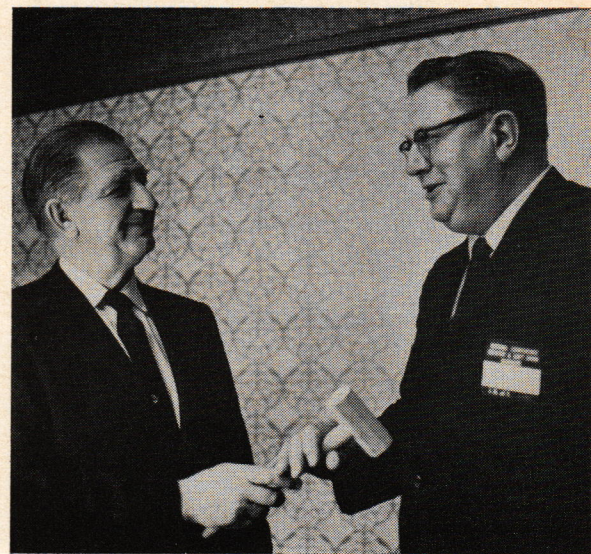
Schoessling was reelected secretary-treasurer of the Conference and Hoh named the new director. Joseph Quillen of Local 843 in Newark, N.J., was elected recording secretary.

Vice Directors

A new system of vice directors was established to replace the old policy committee. Named vice directors were:

Walter Gillies of Local 893 in San Francisco; George Dickman of Local 472 in Seattle; Henry Lubbe of Local 893; Robert Lewis of Local 6 in St. Louis; John Felice of Local 293 in Cleveland; Tony Felicetta of Local 792 in Minneapolis; Frank Seban of Local 744 in Chicago; Dave Levinger of Local 812 in New York; Al Dunne of Local 46 in New York; Louis Lanni of Local 830 in Philadelphia; George Heinold, Sr., of Local 125 in Newark, N.J., and Austin Shiver of Local 388 in Tampa, Fla.

John Hoh (right), newly-elected director of the Brewery-Soft Drink Conference, receives the gavel of authority from Vice President Ray Schoessling.



At the head table during a business session of the Brewery-Soft Drink Conference were (left to right): Vice President Dominick Calabrese of New Jersey, General Vice President Frank E. Fitzsimmons, and Vice President Ray Schoessling, Conference secretary-treasurer.



In Miami Beach

Construction Division Studies Jurisdiction, Contract Renewals

Delegates to the meeting of the National Division of Building Material and Construction Drivers last month in Miami Beach, worked for three days on problems of jurisdiction, preparation for negotiations for renewal of the National Pipeline Contract, and outlines for organizing campaigns.

Headlining the list of speakers was Teamster General Vice President Frank E. Fitzsimmons who congratulated the division for its representation of members working in the construction industry.

Fitzsimmons stressed the importance of local unions servicing the membership on the job, "whether we have one, two, or 500 units of equipment working at the site."

The Teamster general vice president warned delegates to guard against the small contractor who attempts to push through a substandard contract and then use it as a precedent in the industry.

Fitzsimmons declared that it is extremely important for local unions with construction members to attend and participate in pre-job conferences to protect jurisdiction, as a safeguard

against substandard agreements, and as an assurance that standards already set will be maintained.

"The day and age of resting on past accomplishments is over. The day and age of agreeing with dissident groups for the sake of getting along is over. The truth must be faced. We have an influx of younger members into our unions and we must communicate with them and properly service their agreements," Fitzsimmons said.

Eastern Conference Director Thomas E. Flynn was in attendance at all sessions of the division meeting. Also addressing the delegates were General Secretary-Treasurer John F. English, and International Union Vice Presidents Harry Tevis, Dominick Calabrese, and Harold Gibbons.

Delegates spent considerable time discussing a committee report on a proposed jurisdictional agreement with the Operating Engineers.

The committee received the support of the Division Policy Committee to continue discussions with the Operating Engineers for a new jurisdictional pact.

The proposed agreement with the

Engineers will replace the old existing agreements between the IBT and the Engineers in an effort to keep abreast of the new developments in the construction industry.

Also, the policy committee of the division was requested to begin drafting changes in the National Pipeline contract which expires in December, 1968. All construction local unions will be notified to submit proposed changes prior to October 1, 1968. The policy committee will correlate suggested changes and ready a proposal in preparation for the upcoming negotiations.

Organizing Drive

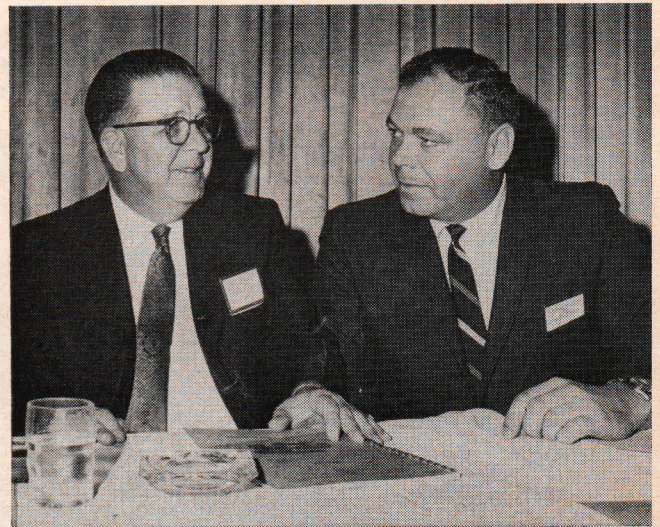
The division also outlined plans for extensive organizing drives in unorganized jurisdictions, and singled out particularly sand and gravel quarries and unorganized building material drivers.

Guest speakers included Vernie Reed, vice president of the Laborers International Union; Frank Bonadio, secretary-treasurer of the AFL-CIO Building Trades Department; and two industry representatives, Richard Gump, managing director of the National Pipeline Contractors Association; and Hugh Wallace, chairman of the labor relations committee of the National Constructors Association.

The meeting was chaired by Thomas Owens, director of the Teamster National Division of Building Material and Construction Drivers.

Delegates to the annual meeting of the Teamster National Building Material and Construction Drivers Division spent 3 days last month discussing ways to better represent the membership. They are shown here as the meeting was addressed by General Vice President Frank E. Fitzsimmons.

Teamster General Vice President Frank E. Fitzsimmons is shown here discussing agenda for last month's meeting of the IBT Building Material and Construction Drivers meeting. Initial preparations were made for opening the National Pipeline agreement for negotiations late in the year.



Local 917 Certified At Penn Cork

Teamster Local 917 of New York City recently won certification as representative of some 80 employees at Penn Cork and Closures, Inc., a Brooklyn-based company, after an organizing campaign that took 18 months.

Harold Wolchok, Local 917 secretary-treasurer, said the National Labor Relations Board election result was 59 votes for the Teamsters and 11 against.

Wolchok said the campaign was thwarted for a time when the employer signed a contract with the International Association of Machinists AFL-CIO. Unfair labor practice charges and counter-charges also added to the delay following a 23-day strike in which the company hired strike-breakers.

Despite the obstacles, Wolchok said, the workers remained pro-Teamster.

Jack Kinzie, business agent, directed the organizing campaign with the aid of Ramon Rivera, shop steward. Wolchok, Local 917 President John Burke, and Mario Abrego and John Burke, Jr., business agents, also assisted in the organizing drive.

● Radio Pact

Agreement has been reached on a new 5-year contract for radio technicians employed by Philadelphia Station WIP and WIP-FM, providing substantial wage increases for those members of Teamster Local 1.


New pay scales also shorten the progression from 5 years to 3 years for an automatic range from minimum to maximum scale. Vacation schedules and sick leave clauses also were improved.

The union negotiating committee included Mort Borrow and Walter Jost, president and trustee respectively of Local 1, along with members of the technical staff at times.

● Unanimous

Nine employees of the American Spring & Welding Co., in New York City recently voted unanimously for representation by Teamster Local 917 in a NLRB election.

March 1968



GEORGETOWN UNIVERSITY LAW CENTER
WASHINGTON 1, D. C.

FRANK JOSEPH DUGAN
PROFESSOR OF LAW

CERTIFICATION OF ELECTION

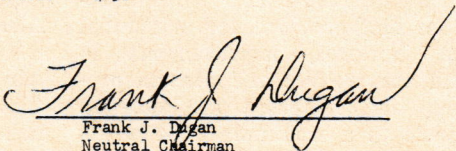
To: Mr. Frank E. Fitzsimmons
General Vice President
International Brotherhood of Teamsters

NATIONAL MASTER AUTOMOBILE TRANSPORTERS AGREEMENT

January 29, 1968, Washington, D. C.

Tally:

For acceptance:	5289
Against acceptance:	4838



Frank J. Dugan
Neutral Chairman

Tally enclosed

Contract Signing



General Vice President Frank E. Fitzsimmons and Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, are shown signing the National Car Haulers Agreement at the International Union headquarters. On hand to affix their signatures also were employers of 17,000 Teamsters covered under the agreement. Fitzsimmons and Flynn headed the union negotiating committee that won the pattern-setting settlement.

Ratified

Top-Notch Contract Negotiated For Philadelphia Food Drivers

Drivers, warehousemen, and platform men from 4 Teamster local unions overwhelmingly ratified a new, first-rate agreement with Food Employers Labor Relations, Inc., which includes the major food market chains in Philadelphia, Pa.

Some 1,500 of the drivers covered are members of Teamster Local 107. Another 500 members under the contract are from Teamster Locals 470 and 929 in Philadelphia and 676 in Collingswood, N.J.

John Greeley, International Union trustee for Local 107, said the settlement was reached after 5 weeks' negotiations and provided for substantial wage increases, improvements in health and welfare and pension programs, and increased the vacation schedule to a maximum of 4 weeks

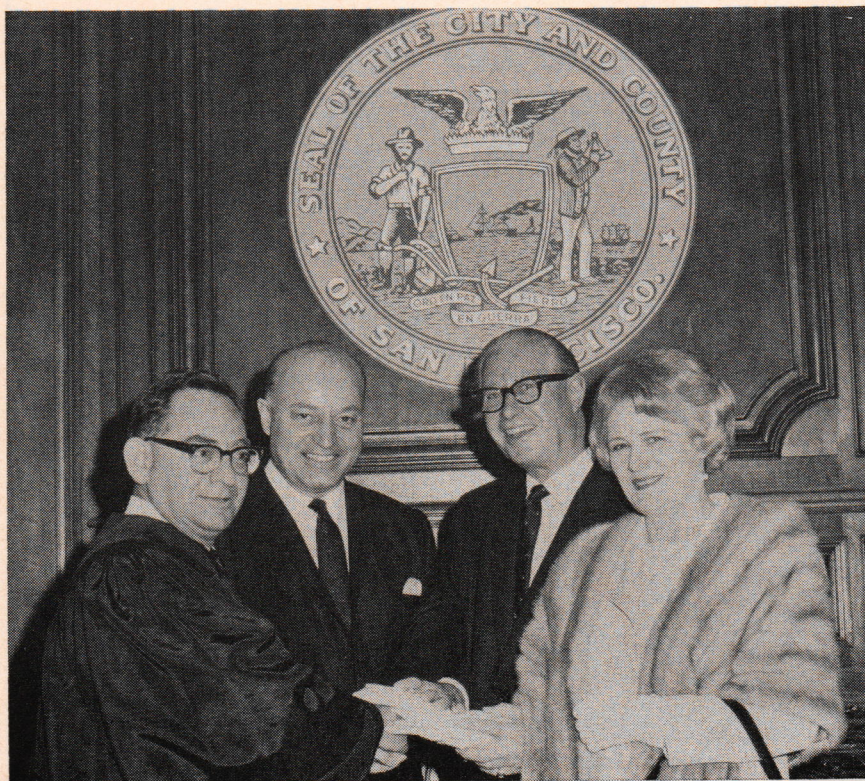
after 15 years on the job.

Job security protections were tightened as the contract language was changed to read that all drivers with seniority and actively employed at the time of the contract signing must be given work before outside drivers are employed.

Food chains that are signatory to the agreement include: Acme Markets, Penn Fruit Co., Perloff Bros., Thriftway Foods, Inc., Food Fair Stores, Inc., and Frankfort-Unity Co. Also signing the contract were Guerin Motor Freight and Dennis J. McNichol, haulers for A&P.

Greeley chaired the union negotiating committee and was assisted by Charles Amoroso, Local 107 business agent.

Diviny Appointed



Teamster International Union Vice President Joseph J. Diviny has been appointed to the San Francisco Public Utility Commission by newly-elected Mayor Joseph Alioto. Shown here at swearing in ceremonies are (left to right) Superior Judge Bernard B. Blickfeld, Mayor Alioto, Diviny, and Mrs. Diviny.

Car Rental Violates Labor Law

Grand Rent A Car Corp., doing business in San Diego, Calif., as Avis Rent-A-Car, violated the Act by refusing to bargain with Teamster Local 481, majority representative, said the National Labor Relations Board in a recent decision.

The employer operated 2 outlets in San Diego with 6 rental representatives. The union had been a party to a collective bargaining agreement with the company.

The union notified the company in March of its interest in negotiating a new contract before the existing agreement expired in June, 1966. In July, the parties met but the employer contended he would not bargain because of a good-faith doubt that the union represented a majority. The NLRB regional director dismissed an unfair labor practice charge brought subsequently by the union.

By September, the union had obtained 5 authorization cards from the 6 employees and the employer agreed to bargain. Late in the month, the employer again claimed a good-faith doubt of the union's majority. Again charges were filed. The case was settled and the employer agreed again to bargain.

In numerous, subsequent meetings, the company finally made a "last" offer, but changed its position when the union indicated a willingness to accept the proposals. More delays and more employer changes-of-mind resulted in still more unfair labor practice charges.

This time the Board sustained the trial examiner and ordered the company to cease the unlawful conduct and bargain with the union.

• Dairy Vote

All production and maintenance employees of Producers Creamery Co., of Springfield, Inc., voted for representation by Teamster Local 245 of Springfield, Mo., in a recent National Labor Relations Board election.

J. B. DeBerry, Local 245 secretary-treasurer, said the ballot count of 25 eligible workers was 14 for the union and 10 against. The new bargaining unit also includes warehouse and shipping and receiving workers.

Organizing King

IBT Dominates Election Record During Last 6 Months of 1967

Organizing prowess of the International Brotherhood of Teamsters was illustrated once again as National Labor Relations Board statistics showed the IBT dominated the representation election activity during the last half of 1967.

Teamsters Union affiliates participated in more elections, scored more election wins, and gained more new members in the process than any other international union in the land.

Barometer

Single-union elections, the best barometer of organizing activity, totaled 3,398 for the July-December, 1967, period. Of the total, Teamsters took part in 1,005 ballots for a 29.5 percentage.

Some 1,887 single-union elections were won by all unions and Teamsters captured 566 of the total—an average of almost an even 30 per cent.

Altogether, there were 83,759 employees eligible to ballot in the 6-month total of single-union elections that were won. Some 13,573 of them—or 16.2 per cent—elected to go Teamster.

In the 2-union election category, Teamsters were on the ballot versus

AFL-CIO affiliates in 104 elections, winning 49 and picking up 4,902 members. Teamsters won 12 elections versus other unaffiliated unions and gained another 1,641 members there.

In the cases where 3 or more unions were on the ballot, Teamsters won 1 election and gained 218 members in the process.

Counting all election categories, Teamsters won 628 of the 2,209 victorious union balloting—a mark of better than 28 per cent—and gained 20,334 new members of the total 145,456 choosing unionism, for a mark of nearly 14 per cent.

● Manufacturer

By a 7-to-1 majority, employees of Star Mfg., Co., a St. Louis, Mo., division of Hercules Galion Products, Inc., voted for representation by Teamster Local 688 in a recent National Labor Relations Board election. The Company manufactures food serving equipment.

The Unit

Ernst E. Neidel, director of organizing for Local 688, said the ballot count of 113 eligible voters was 85 for the Teamsters and 13 for the Stove Mounters Union.

The new bargaining unit is composed of punch press and shear operators, welders, set-up men, drill pressmen, assemblers, inspectors, tool and diemakers, machinists, general factory workers, and maintenance men.

Teamster March



A doll and a \$200 check kicked off Teamster March of Dimes day in New Orleans as Charles Winters (right), president of Teamster Local 270, presented an initial contribution to James E. Fitzmorris, Jr., campaign chairman of the fund campaign in New Orleans. Janet Lee Smith, 9-year-old poster child, received a doll and an honorary membership in Local 270. Approximately 200 stewards contacted the local's 7,000 members on the job in an effort to attain a contribution goal of \$13,000.

Aid Lessons Considered For Drivers

The International Brotherhood of Teamsters, the American Trucking Assns., Inc., and the National Highway Safety Bureau together are studying the feasibility of giving first aid training to truck drivers—the purpose being an effort to help reduce the nation's mounting highway death rate.

Safety experts believe truck drivers could become the most competent and sought-after first aid practitioners in an emergency. Such a program faces difficulties, however. There are no funds to pay for first aid training. Also, present laws offer little protection to those who do render assistance during a highway emergency.

UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA

JESSE COLPO, et al.,
Plaintiffs,

v.

JAMES R. HOFFA, et al.,
Defendants.

CIVIL ACTION NO. 1154-64

NOTICE

TO THE MEMBERS OF THE INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND
HELPERS OF AMERICA:

YOU ARE HEREBY NOTIFIED that pursuant to an order of the United States District Court for the District of Columbia, entered on the 15th day of February, 1968, any member of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America may show cause, if any he has, before this Court at the United States Court of Claims, 717 Madison Place, N. W. Washington, D. C., on Wednesday, the 17th day of April, 1968, at 10:00 o'clock a.m., why the settlement agreement hereinafter described should not be approved, why the "Report of Plaintiffs' Counsel on Settlement Agreement" hereinafter designated should not be accepted, and why this action should not be forever dismissed with prejudice after a determination by the Court on an application for fees and expenses to be submitted by the plaintiff's counsel.

The action was brought by members of the International against the officers of the International to require them to restore to the International funds which they authorized to be used to defend certain officers and members of the International accused of criminal offenses. The action was based on the contention that such use of International funds was improper.

Under the Labor Management Reporting and Disclosure Act of 1959, as amended, the officers and members of the General Executive Board are required to be bonded, and are bonded, in accordance with said Act. Three bonding companies have provided such bonds during the period covered by this action and are joined as defendants. These bonding companies are parties to the settlement agreement.

The officers and members of the General Executive Board have acknowledged such use of International funds pursuant to their authorization, but have denied anything improper or illegal. They have contended that such use of International funds was in accordance with and pursuant to Article IX, Section 9 of the International Constitution. The bonding companies have additionally denied any obligation on their part because of the expenditures complained of.

The settlement agreement of the parties provides in substance that:

1. The defendants will restore to the International's treasury the sum of \$100,000.00 upon the final approval of the settlement agreement by the Court.

2. The International will not reimburse defendant James R. Hoffa or any other person for funds spent by defendant Hoffa or by others in his behalf in the defense of any criminal action after this action was begun on April 1, 1964. Pursuant to the agreement among all parties at the outset of this action, no International funds have been spent in defense of any officer, member, agent, or employee of the International or any of its subordinate or affiliated bodies in criminal or civil actions involving allegations of breach of fiduciary duty toward the International in the handling of money or property of the International or in criminal or civil actions against International officers, members, agents or employees in their

personal capacities unrelated to International matters, after this action was filed on April 1, 1964.

3. International funds will not be used in the future in the defense of any officer, member, agent or employee of the International or any of its subordinate or affiliated bodies in criminal or civil actions involving allegations of breach of fiduciary duty toward the International in the handling of money or property of the International or in criminal or civil actions against International officers, members, agents or employees in their personal capacities unrelated to International matters. This will not preclude the International, if it chooses to do so pursuant to and in accordance with its Constitution and By-Laws, from reimbursing such officers, members, agents and employees for their reasonable counsel fees and other costs of defense, following exoneration of the person accused, in criminal or civil actions involving allegations of breach of fiduciary duty toward the International in the handling of money or property of the International.

4. Subject to the provisions of paragraph 3, nothing in the settlement agreement will imply that Article IX, Section 9, of the International Constitution is illegal or in violation of the Labor Management Reporting and Disclosure Act of 1959, as amended, or that it cannot be applied in proper cases. Nor shall anything in the settlement agreement be construed as an admission of wrongdoing, violation of law, liability, or responsibility on the part of any of the defendants for any actions which are the subject of this action.

5. Counsel for the plaintiffs may, after the settlement agreement has been finally approved by the Court, submit to the Court an application for the allowance of counsel fees, costs and expenses, as provided for in the Labor Management Reporting and Disclosure Act of 1959, as amended. The International acknowledges liability pursuant to the Act for the payment of such fees, costs, and expenses, and agrees to be bound by the determination of the Court with respect to these sums, subject to notice to the International and its right to be heard. Such fees, costs and expenses, shall not be the obligation of any defendant other than the International.

6. Upon final approval of the settlement agreement by the Court and after allowance by the Court and payment of plaintiffs' counsel fees, costs, and expenses, the parties will consent to the entry of an order by the Court embodying the settlement terms and providing for the dismissal with prejudice of this action as to all parties.

In a report filed with the Court simultaneously with the settlement agreement, counsel for the plaintiffs have set forth their reasons for consenting to the settlement of this litigation on the terms described in this notice.

Any member of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America may show cause, if any he has, before this Court at the United States Court of Claims, 717 Madison Place, N. W., Washington, D. C., on Wednesday, the
(Continued on page 17)

(Continued from page 10)

17th day of April, 1968, at 10:00 o'clock a.m., why the settlement agreement should not be approved, why the report of the plaintiffs' counsel should not be accepted, and why this action should not be forever dismissed, after a determination by the Court on an application for fees and expenses to be submitted by the plaintiffs' counsel. At the hearing any member of the International or any party to this action may present evidence that may be proper and relevant to the issues to be heard; provided, however, that no such person shall be heard and no papers and briefs submitted by any person or party shall be received or considered by the Court, except as this Court may in its discretion direct, unless notice of intention to appear and copies of such papers and briefs are filed with the Clerk and served on or before Monday, the 8th day of April, 1968, on each of the following persons; Seymour J. Spelman, Esq., 1925 North Lynn Street, Arlington, Virginia; Edward B. Bergman, Esq., 225 South 15th Street, Philadelphia, Pennsylvania; F. Joseph Donohue, Esq., 503 D Street, N. W., Washington, D.C.; Myron G. Ehrlich, Esq., 401 3rd Street, N. W., Washington, D. C.; James E. Hogan, Esq., 22 West Jefferson, Rockville, Maryland; Edward Bennett Williams,

Esq., Hill Building, 17th and Eye Streets, N. W., Washington, D. C.; Herbert S. Thatcher, Esq., 1009 Tower Building, Washington, D. C.; David Previant, Esq., 211 West Wisconsin Avenue, Milwaukee, Wisconsin; J. Roy Thompson, Esq., 400 Union Trust Building, Washington, D. C.; Kahl K. Spriggs, Esq., Southern Building, Washington, D. C.; and Jackson, Gray and Laskey, 1701 K Street, N. W., Washington, D. C.

Copies of the settlement agreement, the report of the plaintiffs' counsel, and all other pleadings and documents in this cause are on file with the Clerk of this Court and are available for inspection there by any member of the International, in person or through an attorney, during business hours. In the absence of objections filed in the manner hereinabove provided, or in the event such objections are filed and are thereafter overruled by the Court, the settlement agreement may be approved, the report of the plaintiffs' counsel may be accepted, and, following the determination of the Court on the application of the plaintiffs' counsel for counsel fees, costs and expenses, the action may be forever dismissed with prejudice.

SPOTTSWOOD W. ROBINSON, III
Judge (by designation)

Dated: February 15, 1968

Victory

2300 at Brach Candy Company Vote for Teamster Local 738

The Greeks say "Niki." The Italians call it "Vittoria." In Spanish it's "Victoria." And in English it's "Victoria."

In any language, it means a brighter life for 2,300 workers at the E. J. Brach Candy Co., Chicago.

That is the result of a long, hard organizing drive conducted by Grocery and Food Products Local 738 to bring Teamster-type unionism to the people employed by the nation's largest candy manufacturer.

The campaign—conducted in 4 languages over a 2-year span—resulted in a vote of 1,167 for Local 738 to 1,006 against. Just 13 months earlier, the vote in a N.L.R.B. election was 1,193 for the company to 888 for Local 738.

What made the difference?

Sam Keshen, Secretary-Treasurer of the union, said the campaign was a model of genuine cooperation between the International Union, the Central Conference, Teamster Joint Council 25, and the staff of Local 738 with just one purpose: to bring the truth of unionism into the home of each Brach worker.

"We started the campaign on March 1, 1966," Keshen said. "A branch office was established within a few blocks of the Brach plant on Chicago's West Side. We had to establish communications with the people.

When we ran into a language barrier because many of the people came from Greece, Italy, and Spanish-speaking country, we put our messages in their own languages.

"Brach's was a family-owned company, and there was a feeling of paternalism in the plant. One of the Brachs would walk through the plant regularly, wave to the people, stop and chat with the oldtimers."

Keshen said the Local 738 campaign was the first sustained organizing drive at the Brach plant. Other unions had sporadically put out leaflets and then faded away in the face of discouraging response.

"We built a committee within the plant," Keshen said. "They learned the fundamentals of unionism in a series of classes we held at the nearby union office. The in-plant leaders were then able to answer workers' questions. The authorization cards came in regularly, and we petitioned for the first election. That was on December 1, 1966. We lost the first skirmish but kept the battle going."

The staff was augmented with organizers who could speak Greek, Spanish, and Italian.

Meanwhile, the Brach firm was purchased by the American Home Products Corporation.

"This made the people realize that

the 'big happy family' days at Brachs were ended," Keshen said. "We made house calls and explained how a Teamster contract would protect their job security. Wages, working conditions, and fringe benefits at Brachs needed major improvements. We had the truth on our side. We compared our contracts with what the workers had at Brachs."

More of the people came into the union headquarters each day. As the interest grew, the company became more aggressive in its attack on the union.

"We kept stressing dollars and cents and the strength of our union in meeting a giant corporation at the bargaining table.

"We always put the accent on the positive and tried to tell our story in a way people could understand. We met them face to face any time of the day or night," Keshen said.

"Through the cooperation of the International Union, all the Brach workers received the *International Teamster* magazine regularly. They also read our local union paper. The plant committee members were guests at our stewards conference and banquet.

"Then came election day, January 18. We thought it would be close. When the votes were counted, it was 1,167 for Local 738 and 1,006 for the company.

"Now we are negotiating a contract which will be of major benefit to all Brach workers. People from all major sections of the plant will serve on the bargaining committee. We hope to produce the finest agreement in the nation's candy industry," Keshen said.

Promote Harmony

IBT and Printing Pressmen Sign Cooperation Agreement

With the aim of promoting harmonious relations and cooperation between them, the International Brotherhood of Teamsters and the International Printing Pressmen and Assistants Union of North America recently signed a "mutual aid and assistance" agreement.

General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer John F. English put their names on the pact for the IBT, while President Anthony J. DeAndrade and Secretary-Treasurer Alexander J. Rohan signed for the Printing Pressmen.

Agreement

Each union agrees to refrain from organizing or representing employees where an established collective bargaining relationship exists involving the other union. This means any situation where either union has been recognized by the employer as the collective bargaining representative of the workers involved or has been certified by the National Labor Relations Board or other federal, state or provincial agency as the collective bargaining agent of the employees.

Furthermore, each union agrees to

refrain from intervening in any organizing or election campaign undertaken by the other union in a previously unorganized unit or a unit represented by a union not a party to the agreement.

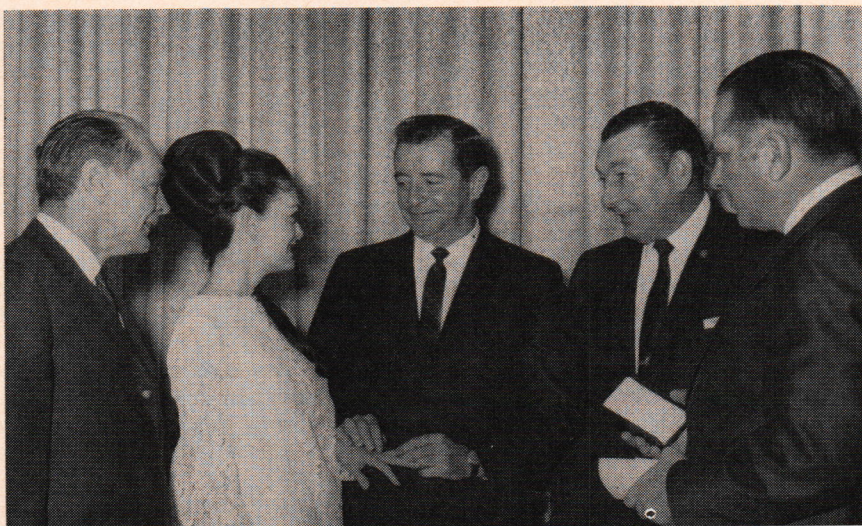
If any dispute over the implementation of the agreement should arise at the local union level, settlement shall first be sought between the Area Conference Director of the Teamsters Union and the Regional Vice President of the Printing Pressmen. If they fail to reach agreement, the dispute shall be settled by the International Presidents of both unions or their designated representatives.

Finally, the pact provides that either union may terminate the agreement by giving the other union 6 months' notice in writing.

● Freight Win

Dispatchers employed by Wilson Freight Co., in New Stanton, Pa., recently voted unanimously for representation by Teamster Local 30 of Jeanette, Pa., in a National Labor Relations Board election, according to Luther B. Ickes, local president.

Local Marriage



The offices of Teamster Local 676 in Collingswood, N.J., were the scene of an unusual event recently when Earl Connors, a member, was married at the headquarters at his request. Taking part in the ceremony were (left to right): Howard Doman, Local 676 business agent; the new bride, Patricia Connors, and her bridegroom; John P. Greeley, president of Local 676, and Judge Saul Teitelman, who performed the ceremony.

Still Strong



Frank Schiavi, a member of Teamster Local 291 in Alameda, Calif., recently lost both legs while working on the Del Valle Dam project in Livermore, Calif. Schiavi, driving a water wagon, collided with a fully-loaded scraper. Despite his personal tragedy, Schiavi has shown excellent recovery and is pictured here coming down to vote in his local union election. Schiavi was covered by insurance under a clause of the construction agreement.

● Boston Win

Truck drivers employed by Suffolk Services, Inc., a disposal and waste paper company in Chelsea, Mass., voted unanimously recently for representation by Teamster Local 379 of Boston in a National Labor Relations Board election, according to Rico Pasquale, business agent for the local union.

Official Cites Labor Union Responsibility

"From my experience in the last 8 years I am convinced that the overwhelming majority of the more than 50,000 labor unions reporting to the Department of Labor under the Labor-Management Reporting and Disclosure Act are headed by law-abiding, responsible American citizens. Most of them steadfastly reject overtures from criminal forces . . ."—Frank M. Kleiler, director, Office of Labor-Management and Welfare-Pension Reports, Feb. 7, 1968.

Mail Referendum

RCAC Teamsters End Stoppage With Agreement Ratification

Some 2,000 members of the Communications Trade Division of the International Brotherhood of Teamsters ended a 9-week lockout-strike early in February with ratification of a new contract with Radio Corporation of America Communications.

The settlement was ratified by a better than 3-to-1 margin in a mail referendum. The tally was 1,140 to 333 for approval.

The 3-year agreement was reached

in closing sessions attended by Vincent McDonnell, director of the New York State Mediation Board, Joseph Selly, president, and management representatives.

Members of Teamster Locals 9 in San Francisco and 10 in New York City hit the bricks with picket signs after RCAC locked them out of their jobs last December 1st when negotiations broke down. Talks on the contract renewal had begun nearly 6 weeks earlier.

The dispute was not so much over wages as it was in the area of pension and the company's desire to maintain special job classifications that would undermine existing working conditions.

'Operation Deathtrap'

Abandoned Refrigerators Collected By Teamsters in Safety Campaign

Some 30 volunteers from Teamster Local 676 in New Jersey contributed their muscle recently to remove abandoned refrigerators from the temptation of children in the tri-city area of Bridgeton, Vineland and Millville, N.J.

Called "Operation Deathtrap," the Teamsters, along with volunteers from Local 592 of the International Brotherhood of Electrical Workers AFL-CIO, collected a total of 270 refrigerators, iceboxes, and worn out deep freeze units and hauled them to city dumps where they were destroyed.

The campaign's significance is highlighted by the fact that, according to National Safety Council statistics, some 400 children have died

in the abandoned boxes since 1946. They had gone to the huge kitchen units to play and stayed to suffocate after closing the door behind them.

In the tri-city drive, this danger was brought close to home when at least 2 of the abandoned refrigerators collected were found to have play money inside them, indicating that youngsters already had been at their games in the deathtraps.

As Teamster-manned trucks were pulling away from one dump after dropping off a load of the deadly boxes, 3 small boys suddenly appeared with youthful curiosity about the units waiting for destruction. Police quickly chased them away and remained on the scene until the boxes were buried.

Data Refusal Case Won By Ohio Local

Affirming the trial examiner's findings, the National Labor Relations Board ruled recently that Ohio Car & Truck Leasing, Inc., committed a bargaining violation by declining to give Teamster Local 92 of Canton, Ohio, current data regarding its employees and their present health and insurance benefits.

The ruling also involved the company's refusal to pay monies into insurance funds and to check off dues as required by terms of a collective bargaining contract, and by other conduct.

The employer admitted refusing to furnish the data requested by the union before the expiration of the contract on the ground that the union no longer represented a majority of the employees. But the examiner held that during the life of the agreement, the employer was barred from attacking the union's majority status.

Evidence, said the examiner, showed the company was guilty of bad faith bargaining, and concluded that the employer's conduct of coercion and nonadherence to the terms of the contract was calculated to encourage employees to reject the union.

The Board ordered the company to cease the unlawful conduct and to honor and comply with the terms of the contract.



Useless refrigerators were taken to a city dump where they were crushed and buried in 'Operation Deathtrap.' Here a Teamster crew from Local 676 unloads. Many trucks were stopped on the streets by citizens asking them to pick up their abandoned refrigerators.

Court-Bound**Local 992 Wins First Decision
In Fight with Anti-Union Firm**

Teamster Local 992 of Hagerstown, Md., won the first round with a National Labor Relations Board decision recently in a battle with the Pennsylvania Glass Sand Corp., and now the company has indicated it will appeal the decision while continuing its anti-union practices.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, put the story in a nutshell when he said:

"There are some 250 employees involved at the Pennsylvania Glass Sand Corp., plant at Berkeley Springs, W.Va., and Teamster Local Union 992 has been certified by the NLRB as their bargaining agent. Following a hearing on unfair labor practice charges, the trial examiner ordered

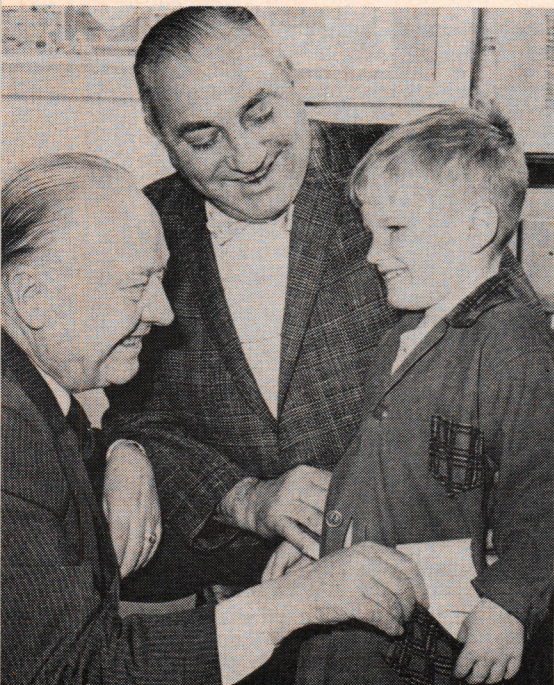
that 36 employees be reinstated to their jobs with full backpay. All the company's witnesses were discredited. The trial examiner found that scabs were paid 59½ cents an hour more than new employees would normally receive in order to break the union. . . ."

The case grew out of an effort by Local 992 to organize production and maintenance workers at the company's silica sand mining and processing plant at Berkeley Springs in the fall of 1966. The Glass Bottle Blowers Association already represented the construction and repair workers at the plant.

Local 992 won the ensuing election held in March, 1967, after a torrid anti-union campaign by the company. As expected, the company filed objections to the election.

Help Youngsters

Members of Teamster Local 211 in Pittsburgh, Pa., recently collected \$12,617 in the annual Old Newsboys campaign toward a fund for Children's Hospital. Jimmy Spencer, a patient at the hospital, is shown receiving a firsthand report of the campaign's success from T. R. Cozza (center), president of Local 211, and John E. Price, retired circulation manager of the Pittsburgh Press.

**NLRB Hearing**

Following a lengthy hearing at Berkeley Springs, the NLRB trial examiner recommended that Pennsylvania Glass Sand Corp., "cease and desist" from:

—Coercively interrogating employees concerning their union activities on behalf of Teamster Local 992.

—Threatening employees with reprisals, physical injury or other detriment for engaging in union or concerted activities.

—Granting or promising wage increases, reclassifications, or other benefits for the purpose of interfering or in a manner tending to interfere with the employees' free exercise of their rights.

—Creating the impression of surveillance of employees' union activities.

—In any other manner interfering with, restraining, or coercing its employees in the exercise of their right to self-organization, to form, join, or assist Teamster Local 992 . . . to bargain collectively, etc.

The examiner also recommended remedies to 36 employees, including immediate and full reinstatement to their former positions without prejudice to seniority or rights or other privileges, including backpay and interest.

He also recommended that the

company make available its records and bargain with the Teamster local union upon request.

As Teamster Vice President Flynn pointed out, the company immediately served notice that it would appeal the NLRB ruling. This means that while the employer is willing to waste money and test the patience of his workers over a long-haul legal wrangle permissible under present statutes, nevertheless the Teamsters will win if they keep their cool, as the saying goes, and wait for the judicial ruling that ultimately must come in their favor.

**Local 991
Wins
Firing Case**

Agreeing with the trial examiner in a recent ruling, the National Labor Relations Board held that C.F.A. Transportation Co., of Dothan, Ala., violated the Act by discharging 4 employees because of their support of Teamster Local 991 of Mobile, Ala., and by engaging in numerous independent violations.

Union Victory

The unfair labor practices occurred in 1966 when over-the-road drivers assigned to the company's Dothan terminal were attempting to organize themselves into the Teamster local union. An eventual Board-conducted election resulted in a victory for the union which was certified in October, 1966.

The firings were bunched between the filing of the representation petition and the holding of the election, the examiner said, occurring at a time when the employer was conducting a strong anti-union campaign.

While on the witness stand, the employer admitted he was "dead set" against union organization and that he had queried every driver he had ever hired about his attitude toward unions.

Reinstatement

In finding the discharges discriminatory, the examiner said there was no question that the union sympathies and activities of the workers were known to the employer. He also found that the reasons assigned by the employer for the firings were pretexts.

The Board ordered the company to cease the unlawful conduct, and to reinstate the discharges with backpay and interest.

Union-Busters

NAM Steps Up Campaign For 'Labor Reform' Law

Apparently confident of success, the National Association of Manufacturers is making no secret of the fact that it believes public opinion must be prepared for new, major legislation to restrict "union power."

William K. Zinke, vice president of industrial relations for the NAM, told a Cleveland business audience recently:

"Before we can take action to introduce legislation seeking major labor law reform, it is necessary to create the kind of favorable public climate which resulted in the Taft-Hartley and Landrum-Griffin Acts..."

Zinke advised the business leaders listening to him to make certain that top management officials in their companies are fully informed about the "issues; make certain that all organizations they belong to take a position on the matter, and see to it that all the audiences they can reach—including elected representatives and government officials—understand the critical need for a broad review and revision of our labor laws."

"Basic reforms" the NAM believes are necessary, Zinke said, would:

—Guarantee "management's right

to manage" by putting beyond the scope of bargaining management decisions on such things as contracting out work, closing a plant, or choosing a method of operation.

—Guarantee employer free speech which, the NAM asserts, has been blunted by the National Labor Relations Board.

—Outlaw all picketing to obtain bargaining rights and "all variations of blackmail picketing, including common-situs, consumer and so-called 'informational' picketing."

—Require secret ballot elections and ban the use of authorization cards or any other device as a substitute.

—Protect union members in their exercise of the right to refrain and to dissent from union activities.

—Prevent secondary boycotts, product boycotts, and "all forms of collusion, coalition, and other subtle combinations by which unions repre-

senting the various units of employees seek to bargain jointly."

Job Loss Fears Prove Foundless

Repeated predictions that jobs would be lost when the federal minimum wage was raised in 1967 proved as false as in the past, according to a report to Congress by Labor Secretary W. Willard Wirtz.

Employment continued to rise after the higher rates went into effect a year ago, said Wirtz, and "there is little or no evidence of layoffs or plant shutdowns related to the minimum wage increase."

A year ago, Fair Labor Standards Act coverage was extended to 9.1 million more workers and the wage floor was upped to \$1.40 an hour for those already covered.

The second phase of the 1966 amendments went into effect last month and raised wage minimums to \$1.15 for the newly covered workers and to \$1.60 for those previously covered.

There are still an estimated 11 million workers not protected by minimum wage standards.

Community Leadership

Chicago Teamster Reappointed To Illinois Atomic Energy Panel

John F. Ryan, secretary-treasurer of Teamster Joint Council 25 in Chicago, recently was reappointed to a

fourth 2-year term as a member of the Illinois Commission on Atomic Energy.

Ryan, president of Teamster Local 786, is one of two labor representatives on the 11-member commission. Other members include state legislators, business leaders, and scientists.

The commission had a major role in helping Illinois to attract the 2-billion volt accelerator to be constructed at Weston, Ill., by the U.S. Atomic Energy Commission.

Ryan said the project will mean a total investment of more than \$700 million in structures and equipment, housing, schools, roads and other facilities.

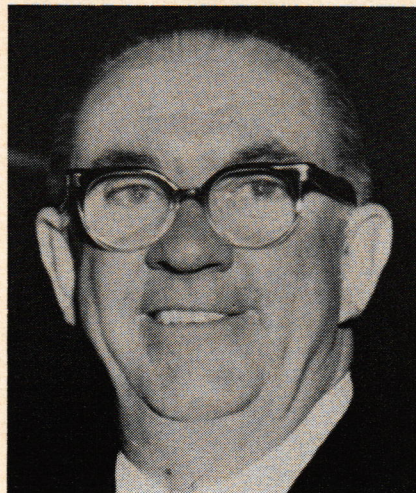
The state commission, meanwhile, is engaged in a continuing study of radiation safety and other matters related to the industrial use of atomic energy.

Wage Gain Comparison For 1967

Median wage settlements in trucking and warehousing for the year 1967 was 19.8 cents, third highest of 41 industries and industry groups surveyed recently by the Bureau of National Affairs, a private labor reporting service.

BNA said the trucking-warehousing settlement was topped only by the construction (34.9 cents) and airline (19.9 cents) industries. Shipping and longshoring settlements also had a 19.8-cent median.

The average median settlement for all industries, BNA reported, was 14.3 cents for 1967.



John F. Ryan

Dairy Case

Denver Local Union Wins NLRB 'Bad Faith' Ruling

Cambridge Dairy, Inc., of Glendale, Colo., unlawfully refused to recognize Teamster Local 537 of Denver, disposed of its entire retail delivery service to escape its bargaining obligations and to discriminate against its retail drivers, and unlawfully threatened, interrogated and promised benefits to employees—so ruled the National Labor Relations Board in a recent decision.

Agreeing with the trial examiner, the Board said it was determined that the employer's whole course of conduct following the union's recognition demand and valid claim that it represented a majority of the wholesale and retail drivers evidenced the firm's bad faith.

Hearings revealed that on the very day of the recognition demand, the employer began a campaign to undermine the union. Management men interrogated employees concerning their union activities and sympathies; promised and then granted them benefits, asking in return that the employees reject the union; threatened and withdrew benefits when it appeared the employees had not been persuaded; and finally threatened to and did close its retail operations.

With regard to the latter violation, the record revealed that Cambridge Dairy entered into an agreement providing for the transfer of its retail routes to City Park-Brookridge Farm Dairy in return for a guarantee of a certain volume of wholesale business.

It did so without prior consultation with or notice to Local 537.

However, all the retail drivers except one, Charles Herman, were offered and accepted substantially equivalent employment with City Park. Herman was retained by the employer for about a month following the transfer of retail routes.

The examiner noted that Cambridge produced no records to substantiate its claim that operating losses necessitated the transfer. He held the transfer was advanced and timed by the employer to circumvent its obligations under collective bargaining.

Also, the denial of recognition was in bad faith in that the employer immediately began to thwart unionization. The transfer of retail route service was, in effect, the discriminatory discharge of drivers who constituted the union's majority in the appropriate unit.

The Board ordered Cambridge to cease the unlawful conduct, bargain with the Teamster local union upon request, reimburse Herman for any loss of pay he may have suffered, and in the event it resumes its retail business, notify all the employees whose employment it terminated of their rights to reinstatement.

Life Saved

Motorist Expresses Gratitude To Anonymous Truck Drivers

The following expression of gratitude from a motorist whose life was probably saved by quick action by anonymous truck drivers was published in the February issue of *Commercial Car Journal*.

In a letter to the editor, Hartley W. Barclay, who happens to edit another industry publication, *Automotive Industries*, wrote:

"For service far beyond their normal duty, I would like to publicly commend the unnamed truck drivers who saved my life in late November on the New Jersey turnpike.

"As the result of a front tire blow-out, my car sideswiped a tractor-trailer. I was, perhaps fortunately, thrown from the car. Landing in a ball—a trick I learned from air force emergency landing procedures—I rolled myself to the side of the road. I knew I was seriously hurt and remained conscious just long enough to know that all I could do was wait for help.

"It apparently came instantly. For when I came to, the truck drivers

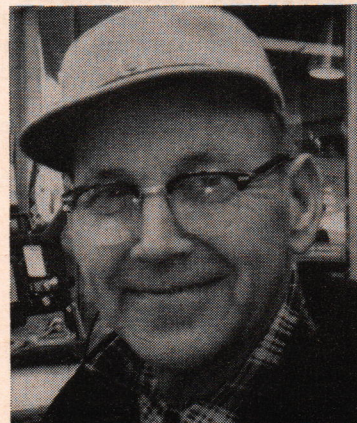
were standing by. They had controlled traffic, preventing other mishaps. They had applied a pressure bandage to my head. They put tourniquets on my arm and leg, both with artery cuts. They had put coats under my head and blankets over my body, from which most of my clothes were torn. They called the state police and an ambulance. In short, they had probably saved my life.

"Unfortunately, I do not know either their names nor the companies they serve. But I do publicly extend my most sincere thanks.

"*Commercial Car Journal* Editor Bart Rawson and I have often discussed the important roles of truck drivers in emergency situations. It took this personal experience to make me realize fully how vital the nation's truck drivers can be as good samaritans. No agency could possibly fill the time gap between serious trouble and professional help.

"Thus to these men and to all truck drivers, my deep gratitude."

Retiree Writes



Dear Sirs:

I have just recently retired after 23 years and 2 months as a driver for the Jones Truck Line, Inc., and have been a member of Teamster Local 823 in Joplin, Mo., for 26 years. I can't express my thanks enough for the pension I am getting. I owe all of this to Local 823 and the International Brotherhood of Teamsters which have made it possible. My sincere thanks to all of you.

Fraternally,
Charles W. Arnce

2nd Year of Program

4,500 Teamster Sons, Daughters Apply for Hoffa Scholarships

Some 4,500 sons and daughters of Teamsters Union members across the land have made application for the James R. Hoffa Scholarships to be awarded under the 1967-68 program.

A scholarship selection committee is tentatively scheduled in late April to determine the winners of the 8 college scholarships each worth \$1,500 for 4 years. Announcement of the winners will follow shortly after the selection. The grants will start in the 1968-69 school year.

This is the second year for awarding of the grants under the James R. Hoffa Scholarship Fund established at the 1966 convention of the International Brotherhood of Teamsters where the delegates desired to give an honor recognition to General President Hoffa.

As originally set by the convention, the awards were in the amount of \$2,000 for 2 years for a total of \$4,000. The International Union general executive board, in executive action last autumn, increased the amount of the scholarships to \$1,500 annually and broadened the program to 4 years. As in the past, 2 winners are to be selected from each of the 4 Teamster area conferences.

Achievement

The Hoffa scholarships are awarded on the basis of scholastic achievement and need. Winners are judged on the basis of their secondary school record, personal qualifications, and the result of scholastic aptitude tests.

As in the past, alternates will be selected from each area conference. In the event of disqualification or rejection of the grant by the winner, the alternate then will receive the scholarship.

Children of active, retired, or deceased members who are or were in good standing as members of the International Brotherhood of Teamsters are eligible to apply for the grants. Also eligible are children of deceased members provided the surviving spouse had not remarried.

Winners of the Hoffa grants must



James R. Hoffa

attend an accredited college or university in pursuit of an undergraduate degree. If a winner is unable to attend the college of his choice because of a certified serious illness, the grant will be held in abeyance.

Likewise, if schooling is interrupted by military service, the scholarship will be held in abeyance.

Regulations

Award monies will be deposited annually with the school attended by the scholarship winner. As in the case of nearly all collegiate scholarships, the money will be credited to the student's account to be drawn upon under rules and regulations which the particular school has established for handling such grants.

DRIVE Drive Gains 600 New Members

Some 600 members of Teamster Local 603 in St. Louis, Mo., signed DRIVE membership cards recently during an intra-local union campaign.

John Fischer, Local 603 recording secretary and DRIVE chairman, conducted the membership campaign over a 10-week period.

Floyd Webb Dies of Heart Attack

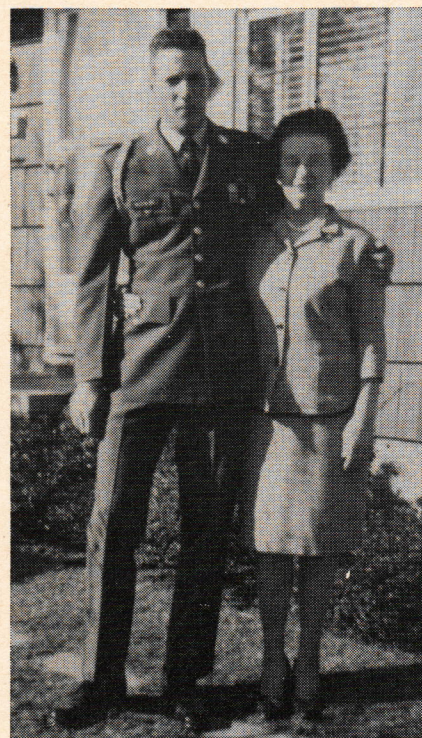
Floyd C. Webb, long-time president and business representative of Teamster Local 823 in Joplin, Mo., died of a heart attack Feb. 9.

A native of Carterville, Mo., the 61-year-old Webb was first elected to office in 1937 and held the presidency through the years.

Besides his local union responsibilities, Webb also was secretary-treasurer of Teamster Joint Council 56 headquartered in Kansas City, Mo., and was a trustee of the Central States pension and health welfare funds.

Through the years, Webb played important roles in various area negotiations and while serving on grievance committees.

Teamster Hero



George A. Michalski, a member of Teamster Local 210 in New York City, is shown here with his mother. Michalski, a pfc in the army, recently was awarded the bronze star medal with a 'V' for valor as a result of heroic action in Vietnam.

TOP in Los Angeles

New Job Training Program Directed by Teamster JC 42

MORE than 100 trainees have graduated from the Transportation Opportunity Program (TOP), a new job training plan administered by Teamster Joint Council 42 in Los Angeles under \$1.8 million in contracts with the Departments of Labor and Health, Education and Welfare.

Three years ago TOP was one of thousands of proposals on the desks of screening agencies in the war on poverty.

Since actually going into operation last August, TOP already has established itself as the most sophisticated program ever developed to train and upgrade truck drivers, brake specialists, front end and service station technicians, and to increase the employment potentialities of jobless men and women by teaching them to drive.

TOP had a simple premise for its foundation as developed by the Joint Council 42 staff in cooperation with Fred Schmidt, chief of labor research at UCLA's Institute of Industrial Relations:

First—Truck drivers know more about driving trucks than almost any-

body, brake men know more about brakes, and so on.

Second—Training with down-to-



TED MERRILL
President
Jt. Council 42

"... we developed this idea, but we are more than anxious to see it used elsewhere."

earth professionals, who have successful records of earning their living at the trades they are teaching, is more acceptable to the hardcore unemployed and unskilled individual than the more traditional "school" atmosphere.

Third — Job placement, without which any training program loses its meaning, can be much more effective if it takes place under the sponsorship of an organization whose experience and commitment to high standards of on-the-job performance is well known.

After the long and complex process of getting federal financing for the program, recruiting and training of staff, and development of facilities was completed, TOP opened its doors officially last fall and training started.

Donald Sanburn, a long-time Teamsters Union member, was made the chief engineer of the project and did the yeoman work necessary to get the plan into operation. He was uniquely suited for the job, having that rare combination of extensive practical experience as a truck driver along with a master's degree in American



A parts department to train students in writing orders, securing parts and operating the specialized service is shown here in operation as student Pedro Lozano (left) gets an order filled by student Henry Chapman (center) under the direction of Red Graham, supervising instructor in TOP's automotive section.

government and public finance.

Sanburn put together a staff of some 50 Teamsters, counselors, remedial education specialists, and clerical workers. He had only two requirements for staff members: "They must be experts in their field and they must have a sincere desire to help others improve their lives. We think we've been exceedingly fortunate in meeting both."

The program that was developed established training periods ranging from 8 to 20 weeks, depending upon

the instruction required for various jobs.

The objective of the program, said Sanburn, is not only to help the trainees develop new skills, "but we must also help them create an entirely new view, not only of themselves but of the world." He explained:

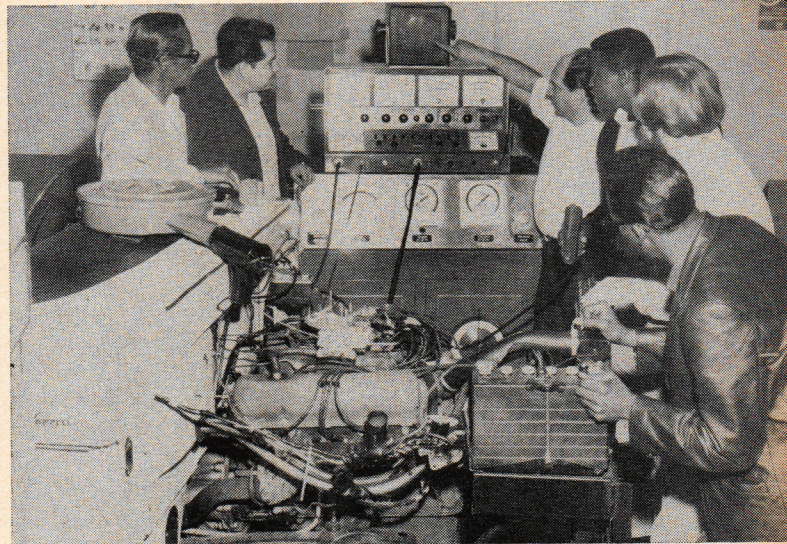
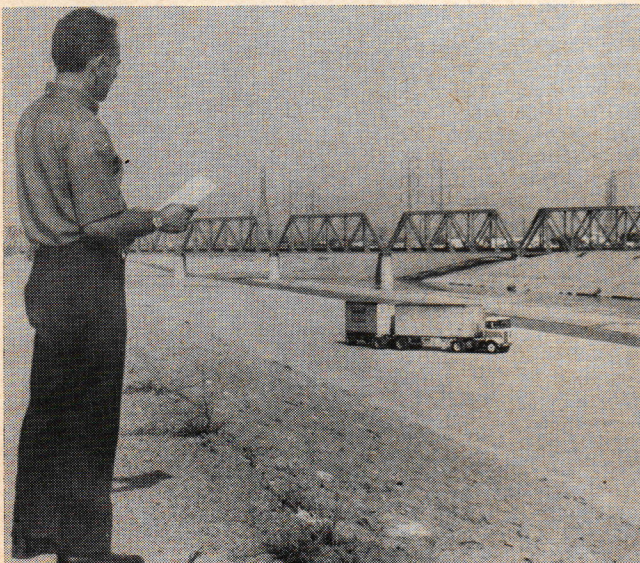
"We often find, for example, that our trainees have never had the experience of functioning in a highly structured work situation where punctuality, attendance and high performance are absolutely required. Conse-

quently, we keep the pressure on. And we find that the learning experience can take place quite readily."

Sanburn said everyone connected with TOP is very proud of the trainees that already have graduated and moved into the work force. About 85 per cent of those who sought employment through TOP are now working. Employer response has been enthusiastic and often the TOP office is asked for "more men like the last ones."

A key concept of the TOP program

Checking out student Henry Williams in the rig is driving instructor Danny Rios. TOP uses the Los Angeles river bed for training linedrivers where there is plenty of room for maneuvering. The location also has an obstacle course simulating actual road conditions without interfering in traffic.



Ed Cucchiarella, automotive instructor for TOP, is shown explaining the fine points of oscilloscope motor tuning to a student group. The cut-away operative $\frac{3}{4}$ -ton truck chassis was donated by Ford Motor Co.

Video taping an instructional film on the brake master cylinder for use in TOP classrooms is Dale Dobson, director of visual aids and instructional materials. The system permits filming of actual teaching sessions for student correction.



is the development of job ladders in the transportation industry.

It works like this: by training men presently employed in transportation for new skills, additional entry jobs are created—hopefully to be filled by TOP graduates. Thus, if a dock worker is trained as a driver, the dock worker's job becomes open. A TOP graduate, already trained as a driver, may take the dock job and be fully qualified to bid for another truck driver job when it becomes vacant.

Upgrading training takes place at TOP both at nights and on weekends. Students in this portion of the program are already Teamsters Union members who wish to improve their work skills and qualify for a better job. So far, some 40 Teamsters have enrolled in upgrading classes.

In addition to its main training facility, TOP also has two auto driving centers where licensed driver training instructors teach unemployed adults to drive autos.

Perhaps the most significant discovery TOP has made so far, according to Sanburn, is that a heavily concentrated training program—carefully

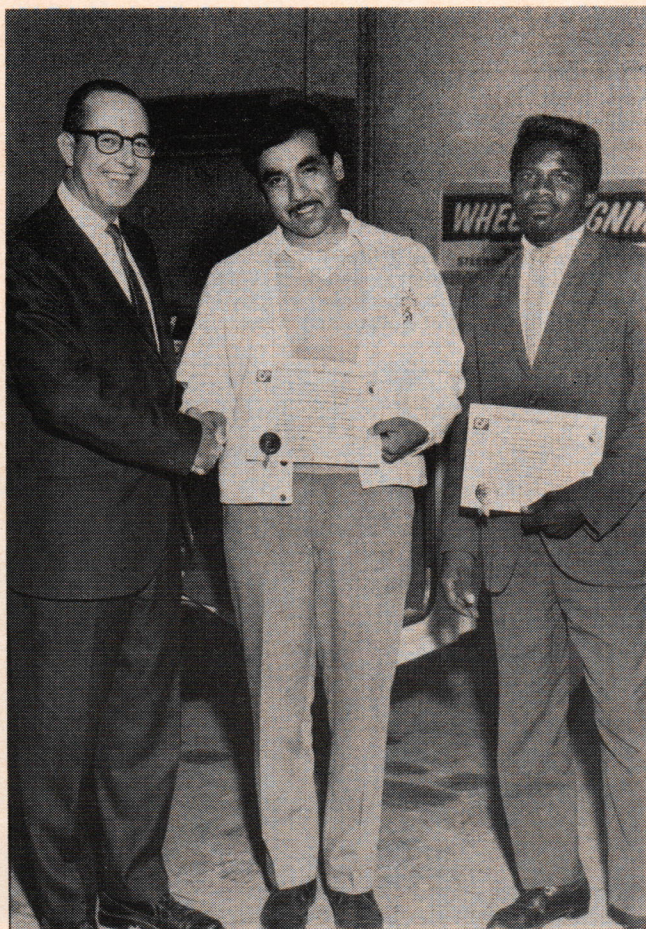
screened for physical fitness and geared to the needs of its trainees—can produce highly competent transportation workers in a short time despite an almost total lack of previous preparation.

"There is little doubt that we are performing a service to our trainees," Sanburn said. "But we are convinced that we are also performing an equally important service to the industry as a whole by providing it with an important new source of personnel who can contribute greatly to increases in efficiency and economy."

Commenting on the significance of TOP, Ted Merrill, president of Joint Council 42, said:

"I am convinced that TOP is riding the wave of the future. I expect it will soon be followed, not only by similar transportation schools in other metropolitan areas, but by programs in other industries, administered by other trade unions.

"Of course we are proud that Joint Council 42 developed this idea and was the first to implement it. But we didn't patent it and we're more than anxious to see it used elsewhere."



Don Sanburn (left), director of Teamster-sponsored Transportation Opportunity Program (TOP), is shown congratulating high-scoring graduates Armando Gonzales (center) and Johnie Brown upon completion of their training.

California Local Wins Firing Case

Sackett Transportation-Inland Cities Express of Riverside, Calif., violated the Act, said the National Labor Relations Board in a recent decision, by discharging or laying off 3 workers because of their activity in behalf of Teamster Local 467 of San Bernardino, Calif.

Sustaining the trial examiner, the Board found that the employer not only opposed the union's organizational efforts but engaged in interrogation, threats, and other improper conduct.

It was shown that the company threatened to lay off union supporters a week before Christmas if the union won a forthcoming election. The record showed that several days after the election—with the regional director's report on challenged ballots pending—the company released W. A. Ward and E. A. Hill and fired George Boswell.

The examiner ruled invalid the employer's defense for the discharges and concluded that the firing motive was discriminatory.

The company was ordered by the Board to cease the unlawful conduct, reinstate Hill with backpay and interest, and reimburse the other 2 discriminatees for any loss of pay they may have suffered.

Retiree



W. W. Wommack, a member of Teamster Local 728 in Atlanta, Ga., retired recently at the age of 66 after 20 years' work for Mason & Dixon Lines. Known as "Pop" because he was the oldest employee on the job, Wommack received a gift from his brother Teamsters.

DRIVE REPORT

Congressional Scoreboard

Check how your congressmen voted on certain key issues in the first session of the 90th Congress. The number above each vote corresponds with a brief description of the issue, what the vote was about and what the Teamster position was. A congressman may claim he voted for a certain bill on final passage, but in most cases the key vote was on an amendment which would have a seriously damaging effect on the bill or greatly improve it. It is for that

reason these important votes are recorded here. The Senate Scoreboard will appear next month.

- R = Voted right or was paired right—
For Teamster position
- W = Voted wrong or was paired wrong—
Against Teamster position
- = Absent or not paired
- * = Elected after vote or issue

Vote 1, House Rules—January 10, 1967

THE PROPOSAL—Motion by Rep. Albert (D-Okla.) to keep liberalized House rules adopted by 89th Congress. The conservative House Rules Committee has been able to stall legislation indefinitely by refusing to consider it and grant the rules under which it will be debated. The 89th Congress adopted a procedure whereby if a bill was stalled in the Rules Committee for 21 days, the speaker or member of the committee which originally considered the bill could call up a rule for consideration of a bill favorably reported out of the original committee. The motion by Rep. Albert was to adopt the "21 day rule" for the 90th Congress so as to insure against bottled up legislation. The Teamsters Union was for this motion. The motion was voted down 196-225.

Vote 2, Education—May 24, 1967

THE PROPOSAL—Amendment by Rep. Edith Green (D-Ore.) which would have a detrimental effect on the administration of aid for new programs by transferring control of funds to state education boards, most of which have outmoded distribution formulas. Those who need aid the most would get the least. The Teamsters opposed this amendment.

It was passed 230-185.

Vote 3, Food Stamp Program—June 8, 1967

THE PROPOSAL—The Agricultural Committee amendment, which would destroy the food stamp program that allows poor persons to buy enough to eat. The program allows a poor family to purchase government food stamps and exchange them at grocery stores for value several times more than they pay for them. It greatly reduces local welfare costs. The Teamsters Union opposed the amendment. The amendment was voted down 173-191.

Vote 4, Teachers Corps—June 27, 1967

THE PROPOSAL—A motion by Rep. Gurney (R-Fla.) to kill the Teachers Corps. This program at small cost sends special teachers into slum areas to teach educationally deprived children. The Teamsters Union opposed the

motion to kill the program. The motion was voted down 146-257.

Vote 5, Compulsory Arbitration—July 17, 1967

THE PROPOSAL—A vote on a motion by Rep. Friedel (D-Md.) to accept a compulsory arbitration resolution forcing striking railroad shop craft workers back to work. This proposal included setting up a Presidential panel to "award" the new terms and conditions under which they would work and barred them from striking until 1969. The Teamsters opposed this motion. The motion was approved 244-148.

Vote 6, Rat Control—July 20, 1967

THE PROPOSAL—To bring to the floor for consideration a bill to provide for federal assistance to rid our country of rats which infest our cities and towns. The Teamsters Union favored this proposal. The proposal was voted down 176-207.

Vote 7, Public Power—July 25, 1967

THE PROPOSAL—An amendment by Rep. Giaimo (D-Conn.) to cut planning funds for a public power project in Maine. This project would have sharply reduced electric rates for most all of New England, which now are the highest in the country, and bring a low cost power abundance to a depressed area. The Teamsters Union supported the project and was against the amendment. The amendment passed 233-169.

Vote 8, Meat Inspection Bill—November 29, 1967

THE PROPOSAL—A vote on a motion to substitute a strong meat inspection bill passed by the Senate for a weak bill passed by the House. The House had previously passed a meat inspection bill which allowed states to inspect the meat sold intrastate or allowed states to not inspect the meat. The Senate-passed bill required all states to inspect intrastate meat to insure that it was clean and fit to eat. The Teamsters Union supported the motion to assure clean meat for consumption. The motion was voted down 166-207.

	House Rules 1	Aid to Education 2	Food Stamps 3	Teacher Corps 4	Compulsory Arbitration 5	Rat Control 6	Public Power 7	Meat Inspection 8
ALABAMA								
1. Edwards, J. (R)	W	W	W	W	W	W	W	W
2. Dickinson (R)	W	W	W	W	W	W	W	W
3. Andrews, G. W. (D)	W	W	W	W	W	W	—	W
4. Nichols (D)	W	W	R	W	W	W	R	W
5. Selden (D)	W	W	R	W	W	W	W	W
6. Buchanan (R)	W	W	W	W	W	R	W	W
7. Beville (D)	W	W	R	W	W	W	W	W
8. Jones, R. (D)	R	W	R	R	W	W	R	W
ALASKA								
AL Pollock (R)	W	W	R	R	R	W	W	W
ARIZONA								
1. Rhodes, J. (R)	W	W	W	W	W	W	W	W
2. Udall (D)	R	R	R	R	R	R	R	R
3. Steiger, S. (R)	W	W	W	W	W	W	W	W
ARKANSAS								
1. Gathings (D)	W	W	W	W	W	W	R	W
2. Mills (D)	R	W	—	R	W	W	R	W
3. Hammerschmidt (R)	W	W	W	R	W	W	W	W
4. Pryor (D)	W	W	R	W	W	W	R	R
CALIFORNIA								
1. Clausen, Don (R)	W	W	—	W	—	W	W	W
2. Johnson, H. (D)	R	R	R	R	R	R	R	R
3. Moss (D)	R	R	R	R	R	R	R	R
4. Leggett (D)	R	R	R	R	R	R	R	R
5. Burton, P. (D)	R	R	R	R	R	R	R	R
6. Mailliard (R)	W	W	W	R	W	W	R	R
7. Cohelan (D)	R	R	R	R	R	R	R	R
8. Miller, G. (D)	R	R	R	R	R	R	R	R
9. Edwards, D. (D)	R	R	R	R	—	R	R	R
10. Gubser (R)	W	W	—	R	W	W	W	W
11. McCloskey (R)	*	*	*	*	*	*	*	*
12. Talcott (R)	W	W	W	W	W	W	W	W
13. Teague, C. (R)	W	W	W	W	W	W	W	W
14. Waldie (D)	R	R	R	R	R	R	R	R
15. McFall (D)	R	R	R	R	R	R	R	R
16. Sisk (D)	R	R	R	—	R	R	—	—
17. King, Cecil (D)	R	R	R	R	—	R	R	R
18. Mathias, R. (R)	W	W	W	R	W	W	W	W
19. Holifield (D)	R	R	R	R	R	R	R	R
20. Smith, H. A. (R)	W	W	W	W	W	W	W	W
21. Hawkins (D)	R	R	R	R	R	R	R	R
22. Corman (D)	R	R	R	R	W	R	—	—
23. Clawson, Del (R)	W	W	W	W	R	W	W	W
24. Lipscomb (R)	W	W	W	W	W	W	W	W
25. Wiggins (R)	W	W	W	R	W	W	W	W
26. Rees (D)	R	R	R	R	R	R	R	—
27. Reinecke (R)	W	W	W	W	W	W	W	W
28. Bell (R)	W	R	W	R	W	W	W	W
29. Brown, George (D)	R	R	R	R	R	R	—	—
30. Roybal (D)	R	R	R	R	R	R	R	R
31. Wilson, C. (D)	R	R	R	R	R	R	R	—
32. Hosmer (R)	W	W	W	R	W	W	W	W
33. Pettis (R)	W	W	W	W	R	W	W	W
34. Hanna (D)	R	R	R	R	W	R	R	R
35. Utt (R)	W	W	W	W	W	W	W	W
36. Wilson, B. (R)	W	W	W	R	W	W	W	W
37. Van Deerlin (D)	R	R	R	R	W	R	R	R
38. Tunney (D)	R	R	R	R	R	R	R	R
COLORADO								
1. Rogers, B. (D)	R	R	R	R	W	R	R	R
2. Brotzman (R)	W	W	—	R	W	W	W	W
3. Evans, F. (D)	R	R	—	R	W	R	R	R
4. Aspinall (D)	R	W	R	R	W	R	R	R
CONNECTICUT								
1. Daddario (D)	R	R	R	R	W	R	W	R
2. St. Onge (D)	R	R	R	R	W	R	W	R
3. Giaimo (D)	R	R	R	R	W	R	W	R

	House Rules 1	Aid to Education 2	Food Stamps 3	Teacher Corps 4	Compulsory Arbitration 5	Rat Control 6	Public Power 7	Meat Inspection 8
4. Irwin (D)	R	R	R	R	W	R	W	R
5. Monagan (D)	R	R	R	R	W	R	W	R
6. Meskill (R)	W	W	W	R	R	W	W	W
DELAWARE								
AL Roth (R)	W	W	W	R	W	W	W	W
FLORIDA								
1. Sikes (D)	W	W	W	W	W	W	R	—
2. Fuqua (D)	W	W	W	W	W	W	W	W
3. Bennett (D)	R	W	W	R	W	W	R	R
4. Herlong (D)	R	W	W	W	W	W	—	W
5. Gurney (R)	W	W	W	W	R	W	W	W
6. Gibbons (D)	R	R	R	R	W	R	R	R
7. Haley (D)	W	W	W	W	W	W	R	W
8. Cramer (R)	W	W	W	W	—	W	W	R
9. Rogers, P. (D)	R	W	W	W	W	W	R	R
10. Burke, J. Herbert (R)	W	W	W	W	R	W	W	W
11. Pepper (D)	R	R	R	R	R	R	R	—
12. Fascell (D)	R	R	R	R	W	W	R	R
GEORGIA								
1. Hagan (D)	W	W	W	W	W	W	R	W
2. O'Neal, M. (D)	W	W	W	W	W	W	R	W
3. Brinkley (D)	W	W	W	W	—	W	R	W
4. Blackburn (R)	W	W	—	R	W	W	W	W
5. Thompson, F. (R)	W	W	—	R	W	W	W	W
6. Flynt (D)	R	W	W	W	R	W	R	W
7. Davis, J. W. (D)	R	W	W	R	W	W	R	W
8. Stuckey (D)	W	W	W	W	R	W	W	W
9. Landrum (D)	R	W	W	—	W	R	R	W
10. Stephens (D)	R	W	W	R	W	R	R	W
HAWAII								
AL Matsunaga (D)	R	R	R	R	W	R	R	—
AL Mink (D)	R	R	R	R	R	R	R	R
IDAHO								
1. McClure (R)	W	W	W	W	—	W	W	W
2. Hansen, G. V. (R)	W	W	W	W	R	W	W	W
ILLINOIS								
1. Dawson (D)	R	R	—	R	W	—	R	R
2. O'Hara, B. (D)	R	R	R	R	R	R	R	R
3. Murphy, W. T. (D)	R	R	R	R	R	R	R	R
4. Derwinski (R)	—	W	W	W	R	W	W	W
5. Kluczynski (D)	—	R	R	—	W	R	R	R
6. Ronan (D)	R	R	R	R	W	R	R	R
7. Annunzio (D)	R	R	R	R	W	R	R	R
8. Rostenkowski (D)	R	R	R	R	W	R	R	R
9. Yates (D)	R	R	R	R	W	R	R	R
10. Collier (R)	W	W	W	W	W	W	W	W
11. Pucinski (D)	R	R	R	R	W	R	R	R
12. McClory (R)	W	W	W	R	W	W	W	W
13. Rumsfeld (R)	W	W	W	R	R	W	W	W
14. Erlenborn (R)	W	W	W	R	W	W	W	W
15. Reid, C. (R)	W	W	W	W	W	W	W	W
16. Anderson, J. B. (R)	W	W	W	R	R	W	W	W
17. Arends (R)	W	W	W	W	W	W	W	W
18. Michel (R)	W	W	W	W	W	W	W	W
19. Railsback (R)	W	W	W	R	R	W	W	W
20. Findley (R)	W	W	W	W	W	W	W	W
21. Gray (D)	R	R	R	—	—	R	W	R
22. Springer (R)	W	W	W	R	W	W	W	W
23. Shipley (D)	R	R	R	R	R	R	R	W
24. Price, M. (D)	R	R	R	R	R	R	R	R
INDIANA								
1. Madden (D)	R	R	R	R	R	R	R	R
2. Halleck (R)	W	W	W	W	W	W	W	—
3. Brademas (D)	R	R	R	R	R	R	R	R
4. Adair (R)	W	W	W	W	W	W	W	W
5. Roush (D)	R	R	R	—	W	R	R	R
6. Bray (R)	W	W	—	W	W	W	W	W

	House Rules 1	Aid to Education 2	Food Stamps 3	Teacher Corps 4	Compulsory Arbitration 5	Rat Control 6	Public Power 7	Meat Inspection 8
7. Myers (R)	W	W	W	R	R	W	W	W
8. Zion (R)	W	R	R	W	—	W	W	W
9. Hamilton (D)	R	R	R	R	W	R	R	W
10. Roudebush (R)	W	W	W	W	—	W	W	W
11. Jacobs (D)	R	R	R	R	R	R	R	R

IOWA

1. Schwengel (R)	W	W	—	R	W	W	W	W
2. Culver (D)	R	R	R	R	R	R	R	R
3. Gross (R)	W	W	W	W	W	W	W	W
4. Kyl (R)	W	W	W	W	R	W	W	W
5. Smith, N. (D)	R	R	—	R	R	R	R	R
6. Mayne (R)	W	W	W	R	W	W	W	W
7. Scherle (R)	—	W	W	W	R	W	W	W

KANSAS

1. Dole (R)	W	W	W	W	R	W	—	W
2. Mize (R)	W	W	—	W	W	W	W	W
3. Winn (R)	W	W	W	W	W	W	W	W
4. Shriver (R)	W	W	W	W	W	W	W	W
5. Skubitz (R)	W	W	W	W	W	W	W	W

KENTUCKY

1. Stubblefield (D)	R	W	W	R	W	R	R	W
2. Natcher (D)	R	W	R	R	W	R	W	—
3. Cowger (R)	W	W	W	R	R	W	W	—
4. Snyder (R)	W	R	W	W	R	W	W	W
5. Carter (R)	W	W	R	R	R	W	W	W
6. Watts (D)	R	W	R	R	W	W	R	W
7. Perkins (D)	R	R	R	R	R	R	R	R

LOUISIANA

1. Hebert (D)	W	W	R	W	W	W	W	W
2. Boggs (D)	R	R	R	R	W	R	R	R
3. Willis (D)	—	—	—	W	W	R	—	—
4. Waggonner (D)	W	W	R	W	W	W	R	W
5. Passman (D)	W	W	W	W	W	W	R	W
6. Rarick (D)	W	W	W	W	—	W	R	W
7. Edwards, E. (D)	R	W	R	W	W	R	R	W
8. Long, S. O. (D)	W	W	—	W	R	W	R	W

MAINE

1. Kyros (D)	R	R	R	R	R	R	R	R
2. Hathaway (D)	R	R	R	R	R	R	R	R

MARYLAND

1. Morton (R)	W	W	W	R	R	W	W	W
2. Long, C. D. (D)	R	R	R	R	R	—	R	—
3. Garmatz (D)	R	R	R	R	R	R	R	R
4. Fallon (D)	R	R	R	R	W	R	W	R
5. Machen (D)	R	R	R	R	W	R	R	R
6. Mathias, C. (R)	W	R	R	R	R	R	W	—
7. Friedel (D)	R	R	R	R	W	R	R	R
8. Gude (R)	W	R	R	R	R	R	W	R

MASSACHUSETTS

1. Conte (R)	W	R	W	R	R	R	W	R
2. Boland (D)	R	R	R	R	W	R	R	R
3. Philbin (D)	R	R	R	R	R	R	W	R
4. Donohue (D)	R	R	R	R	R	R	W	R
5. Morse (R)	W	R	R	R	R	W	—	R
6. Bates (R)	W	W	W	R	W	W	W	R
7. Macdonald, T. H. (D)	R	R	R	R	R	R	R	R
8. O'Neill, T. P. (D)	R	R	R	R	R	R	W	R
9. McCormack (D)	—	—	—	—	—	—	—	—
10. Heckler, M. M. (R)	W	R	W	R	R	R	W	R
11. Burke, James (D)	R	R	R	R	R	R	W	R
12. Keith (R)	W	W	W	R	W	W	W	W

MICHIGAN

1. Conyers (D)	R	R	R	R	R	R	R	R
2. Esch (R)	W	W	W	R	W	R	W	—
3. Brown, Garry (R)	W	W	R	R	R	W	W	—
4. Hutchinson (R)	W	W	W	W	W	W	W	W

	House Rules 1	Aid to Education 2	Food Stamps 3	Teacher Corps 4	Compulsory Arbitration 5	Rat Control 6	Public Power 7	Meat Inspection 8
5. Ford, G. R. (R)	W	W	W	R	W	W	W	—
6. Chamberlain (R)	W	W	W	W	W	W	W	W
7. Riegle (R)	W	R	W	R	W	R	W	W
8. Harvey (R)	W	W	W	R	W	W	W	W
9. Vander Jagt (R)	W	W	—	R	W	R	W	W
10. Cederberg (R)	W	W	W	W	W	W	W	W
11. Ruppe (R)	W	R	R	R	R	W	W	W
12. O'Hara, J. G. (D)	R	R	R	—	R	R	R	R
13. Diggs (D)	R	R	R	—	R	R	—	—
14. Nedzi (D)	R	R	R	R	R	R	—	R
15. Ford, W. (D)	R	R	R	R	R	R	—	R
16. Dingell (D)	R	R	R	R	R	W	R	R
17. Griffiths (D)	R	R	R	R	R	R	R	R
18. Broomfield (R)	W	W	W	R	W	W	—	R
19. McDonald, J. H. (R)	W	W	R	R	W	W	W	W

MINNESOTA

1. Quie (R)	W	W	—	R	W	W	W	W
2. Nelsen (R)	W	W	—	W	W	W	W	W
3. MacGregor (R)	W	W	W	R	R	W	W	W
4. Karth (D)	R	R	R	R	R	R	R	R
5. Fraser (D)	R	W	R	R	R	R	—	R
6. Zwach (R)	W	W	R	R	R	W	W	R
7. Langen (R)	W	W	W	W	W	W	W	W
8. Blatnik (D)	R	R	R	—	R	R	R	R

MISSISSIPPI

1. Abernethy (D)	W	W	W	W	W	W	W	W
2. Whitten (D)	W	W	R	W	W	W	R	W
3. Williams, J. B. (D)	W	W	—	—	W	—	W	—
4. Montgomery (D)	W	W	W	W	W	W	W	W
5. Colmer (D)	W	W	W	W	W	W	W	W

MISSOURI

1. Karsten (D)	R	R	R	R	R	R	R	R
2. Curtis (R)	W	W	W	W	R	W	W	W
3. Sullivan (D)	R	R	R	R	R	R	R	R
4. Randall (D)	R	R	R	W	R	R	W	R
5. Bolling (D)	R	R	—	R	R	R	R	R
6. Hull (D)	R	W	R	W	W	W	W	W
7. Hall (R)	W	W	W	W	W	W	W	W
8. Ichord (D)	R	W	—	W	W	W	W	W
9. Hungate (D)	R	R	W	W	—	W	R	W
10. Jones, P. C. (D)	W	—	—	W	W	W	—	W

MONTANA

1. Olsen (D)	R	R	R	R	R	R	R	R
2. Battin (R)	W	W	—	W	W	W	W	W

NEBRASKA

1. Denney (R)	W	W	W	R	—	W	W	W
2. Cunningham (R)	W	W	W	R	W	W	W	W
3. Martin (R)	W	W	W	W	R	W	W	W

NEVADA

AL Baring (D)	R	W	W	W	W	W	R	W
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NEW HAMPSHIRE

1. Wyman (R)	W	W	W	W	W	W	W	W
2. Cleveland (R)	W	W	W	R	—	W	W	R

NEW JERSEY

1. Hunt (R)	W	W	R	R	W	W	W	W
2. Sandman (R)	—	W	W	R	W	—	W	R
3. Howard (D)	R	R	R	R	W	R	R	R
4. Thompson, F. (D)	R	R	R	R	R	R	R	—
5. Frelinghuysen (R)	W	W	W	R	W	W	W	R
6. Cahill (R)	W	R	R	R	W	R	W	R
7. Widnail (R)	W	W	R	R	W	R	W	R
8. Joelson (D)	R	R	R	R	W	R	W	R
9. Helstoski (D)	R	R	R	R	R	R	R	R
10. Rodino (D)	R	R	R	R	—	R	R	R
11. Minish (D)	R	R	R	R	—	R	R	R
12. Dwyer (R)	W	W	R	R	W	R	W	R

	House Rules 1	Aid to Education 2	Food Stamps 3	Teacher Corps 4	Compulsory Arbitration 5	Rat Control 6	Public Power 7	Meat Inspection 8
13. Gallagher (D)	R	R	R	R	R	R	R	R
14. Daniels (D)	R	R	R	R	R	R	R	R
15. Patten (D)	R	R	R	R	R	R	W	R

NEW MEXICO

AL Morris (D)	R	W	W	R	W	R	R	W
AL Walker (D)	R	R	R	R	W	R	R	W

NEW YORK

1. Pike (D)	R	R	—	R	W	R	W	R
2. Grover (R)	W	W	W	R	W	W	W	W
3. Wolff (D)	R	R	R	R	W	R	W	R
4. Wydler (R)	W	R	W	R	W	R	W	R
5. Tenzer (D)	R	R	R	R	W	R	R	R
6. Halpern (R)	W	R	R	R	—	R	W	R
7. Addabbo (D)	R	R	R	R	R	R	R	R
8. Rosenthal (D)	R	R	R	R	R	R	R	R
9. Delaney (D)	R	R	R	R	R	R	R	R
10. Celler (D)	—	R	R	R	W	R	R	R
11. Brasco (D)	R	R	R	R	R	R	R	R
12. Kelly (D)	R	R	R	R	W	R	R	R
13. Multer (D)	R	R	R	R	R	R	R	R
14. Rooney, J. J. (D)	R	R	R	R	R	R	R	R
15. Carey (D)	R	R	—	R	R	R	R	R
16. Murphy, J. M. (D)	R	R	R	R	R	R	R	R
17. Kupferman (R)	W	R	R	R	R	R	W	R
18. Powell (D)	Not Seated							
19. Farbstein (D)	R	R	R	R	R	R	R	R
20. Ryan (D)	R	R	R	R	R	R	—	R
21. Scheuer (D)	R	R	R	R	R	R	R	R
22. Gilbert (D)	R	R	R	R	R	R	R	R
23. Bingham (D)	R	R	R	R	R	R	R	R
24. Fino (R)	R	R	R	R	—	R	W	R
25. Ottinger (D)	R	R	R	R	R	R	R	R
26. Reid, O. R. (R)	W	R	R	R	R	R	W	R
27. Dow (D)	W	R	—	R	W	R	R	R
28. Resnick (D)	R	R	R	R	W	R	—	R
29. Button (R)	W	R	R	R	W	W	W	R
30. King, Carleton (R)	W	W	W	W	W	W	W	W
31. McEwen (R)	W	W	W	W	W	W	W	W
32. Pirnie (R)	W	W	W	R	W	W	W	W
33. Robison (R)	W	W	W	R	W	W	W	W
34. Hanley (D)	R	R	R	R	R	R	R	R
35. Stratton (D)	R	R	—	R	W	W	W	—
36. Horton (R)	W	R	R	R	R	R	W	R
37. Conable (R)	W	W	W	R	W	W	W	W
38. Goodell (R)	W	W	W	R	W	—	W	W
39. McCarthy (D)	W	R	R	R	W	R	R	R
40. Smith, Henry P. (R)	W	W	W	—	W	W	W	—
41. Dulski (D)	R	R	R	R	R	R	R	R

NORTH CAROLINA

1. Jones, W. B. (D)	W	W	W	W	W	R	W	W
2. Fountain (D)	W	W	W	W	W	W	W	W
3. Henderson (D)	W	W	W	W	W	W	W	W
4. Gardner (R)	W	W	W	W	W	W	W	W
5. Galifianakis (D)	W	W	R	W	W	R	W	W
6. Kornegay (D)	W	W	W	W	W	W	W	W
7. Lennon (D)	W	W	W	W	W	W	W	W
8. Jonas (R)	W	W	W	W	W	W	W	W
9. Broyhill, James (R)	W	W	W	W	W	W	W	W
10. Whitener (D)	W	W	R	W	W	W	—	W
11. Taylor (D)	W	W	W	W	W	W	W	W

NORTH DAKOTA

1. Andrews, M. (R)	W	W	W	R	W	W	W	W
2. Kleppe (R)	W	W	W	W	W	W	W	W

OHIO

1. Taft (R)	W	W	W	R	R	W	—	W
2. Clancy (R)	W	W	W	W	W	W	W	W
3. Whalen (R)	W	R	—	R	R	R	W	R
4. McCulloch (R)	W	R	—	R	W	W	W	W
5. Latta (R)	W	W	R	W	W	W	W	R

6. Harsha (R)	W	W	—	W	W	W	W	W
7. Brown, C. J. (R)	W	W	W	W	W	W	W	W
8. Betts (R)	W	W	W	W	W	W	W	W
9. Ashley (D)	R	R	R	R	W	R	R	R
10. Miller, C. E. (R)	W	W	W	W	W	W	W	W
11. Stanton (R)	W	W	—	R	W	W	W	W
12. Devine (R)	W	W	—	W	W	W	W	W
13. Mosher (R)	W	R	—	R	W	R	W	W
14. Ayres (R)	W	W	—	R	W	—	W	W
15. Wylie (R)	W	W	W	R	W	W	W	W
16. Bow (R)	W	W	—	W	R	W	W	W
17. Ashbrook (R)	W	W	W	—	R	W	W	W
18. Hays (D)	R	R	R	R	—	W	W	R
19. Kirwan (D)	—	R	R	R	R	R	R	R
20. Feighan (D)	R	R	R	R	R	R	R	R
21. Vanik (D)	R	R	R	R	R	R	R	R
22. Bolton (R)	W	W	W	R	W	W	W	W
23. Minshall (R)	W	W	W	R	W	W	W	W
24. Lukens (R)	W	W	W	W	R	W	W	W

OKLAHOMA

1. Belcher (R)	W	W	W	W	W	W	W	W
2. Edmondson (D)	R	R	R	R	W	R	R	W
3. Albert (D)	R	R	R	R	W	R	R	R
4. Steed (D)	R	R	R	R	W	W	R	—
5. Jarman (D)	W	W	W	W	W	W	W	W
6. Smith, J. V. (R)	W	W	W	W	W	W	W	W

OREGON

1. Wyatt (R)	W	W	—	R	R	W	W	R
2. Ullman (D)	R	W	—	—	W	R	R	R
3. Green, E. (D)	R	W	R	R	W	R	R	R
4. Dellenback (R)	W	W	W	R	W	W	W	W

PENNSYLVANIA

1. Barrett (D)	R	R	R	R	R	R	R	R
2. Nix (D)	R	R	R	R	R	R	R	R
3. Byrne, James (D)	R	R	R	R	R	R	R	R
4. Eilberg (D)	R	R	R	R	R	R	R	R
5. Green, W. J. (D)	R	R	R	R	R	R	R	R
6. Rhodes, G. M. (D)	R	R	R	R	R	R	R	R
7. Williams, L. G. (R)	W	W	W	W	W	W	W	W
8. Biester (R)	W	W	W	W	W	W	W	R
9. Watkins (R)	W	W	W	W	W	W	W	W
10. McDade (R)	W	R	R	R	R	R	W	R
11. Flood (D)	R	R	R	R	R	R	W	R
12. Whalley (R)	W	W	W	W	—	W	W	W
13. Schweiker (R)	W	R	W	R	W	R	W	—
14. Moorhead (D)	R	R	R	R	R	R	W	R
15. Rooney, F. B. (D)	R	R	R	R	R	R	W	R
16. Eshleman (R)	—	W	W	R	W	W	W	W
17. Schneebeli (R)	W	W	W	W	W	W	W	W
18. Corbett (R)	W	R	R	W	W	W	W	R
19. Goodling (R)	W	W	W	W	W	W	W	W
20. Holland (D)	—	R	—	R	R	R	R	R
21. Dent (D)	—	R	R	R	R	R	R	R
22. Saylor (R)	W	W	R	W	R	—	W	R
23. Johnson, A. W. (R)	W	W	W	W	W	W	W	W
24. Vigorito (D)	R	R	R	R	R	R	R	R
25. Clark (D)	R	R	—	R	R	R	W	R
26. Morgan (D)	R	R	R	R	—	R	W	R
27. Fulton, J. G. (R)	W	R	W	W	R	W	W	R

RHODE ISLAND

1. St. Germain (D)	R	R	R	R	R	R	R	R
2. Tiernan (D)	*	R	R	R	R	R	R	R

SOUTH CAROLINA

1. Rivers (D)	R	W	W	W	W	R	R	W
2. Watson (R)	W	W	W	W	W	W	W	W
3. Dorn (D)	W	W	W	W	W	W	W	W
4. Ashmore (D)	W	W	W	W	W	W	W	W
5. Gettys (D)	R	W	W	W	W	R	W	W
6. McMillan (D)	R	W	R	W	W	W	W	W

	1	2	3	4	5	6	7	8
	House Rules	Aid to Education	Food Stamps	Teacher Corps	Compulsory Arbitration	Rat Control	Public Power	Meat Inspection

SOUTH DAKOTA

1. Reifel (R)	W	W	R	R	W	W	R	W
2. Berry (R)	W	W	W	W	W	W	W	W

TENNESSEE

1. Quillen (R)	W	W	R	W	W	W	W	W
2. Duncan (R)	W	W	R	W	W	W	W	W
3. Brock (R)	W	W	—	R	R	W	W	W
4. Evins, J. L. (D)	R	W	R	R	W	R	R	R
5. Fulton, R. (D)	R	R	R	R	R	R	R	R
6. Anderson, W. R. (D)	R	R	R	—	R	R	R	R
7. Blanton (D)	R	W	R	W	R	W	R	W
8. Everett (D)	W	W	R	W	W	W	W	W
9. Kuykendall (R)	W	W	R	R	W	W	W	W

TEXAS

1. Patman (D)	R	R	—	R	W	R	—	R
2. Dowdy (D)	W	W	W	W	W	W	W	W
3. Pool (D)	W	W	W	W	W	W	R	W
4. Roberts (D)	R	W	W	—	W	W	R	W
5. Cabell (D)	R	W	W	W	W	W	R	W
6. Teague, O. (D)	R	—	W	W	W	W	R	W
7. Bush (R)	W	W	W	R	W	W	W	W
8. Eckhardt (D)	R	R	R	R	R	R	R	R
9. Brooks (D)	R	R	R	R	W	R	R	R
10. Pickle (D)	R	R	W	W	W	R	W	W
11. Poage (D)	R	W	W	W	W	R	R	W
12. Wright (D)	R	R	R	R	W	W	R	W
13. Purcell (D)	R	W	—	W	W	W	R	W
14. Young (D)	R	R	R	R	W	R	—	W
15. de la Garza (D)	R	R	W	R	W	R	—	W
16. White (D)	R	R	R	W	W	W	R	W
17. Burleson (D)	R	—	W	W	W	W	W	W
18. Price, R. (R)	W	W	W	W	W	W	W	W
19. Mahon (D)	R	W	W	R	W	W	R	W
20. Gonzalez (D)	R	R	R	R	R	R	R	R
21. Fisher (D)	W	W	W	W	W	W	—	W
22. Casey (D)	R	W	W	R	W	W	W	W
23. Kazen (D)	R	R	R	R	W	R	R	R

UTAH

1. Burton, L. J. (R)	W	W	W	W	R	W	W	W
2. Lloyd (R)	W	W	W	W	W	W	W	W

Ignored Too Long

Industrial Safety Hearing Opens Before Senate Labor Subcommittee

Hearings on the proposed Occupational Safety and Health Act of 1968 opened before a subcommittee of the Senate Labor Committee in mid-February as Sen. Ralph W. Yarborough of Texas commented that "it is clear we have not been paying too much attention to industrial safety."

Senator Yarborough, chairman of the subcommittee, said the record shows that on-the-job injuries now are more numerous than injuries from motor vehicle mishaps.

Supporting the industrial safety proposal is the International Brotherhood

of Teamsters. Actually, there are 2 bills being considered by the subcommittee. One measure deals with the private sector of the economy and the other would establish an accident prevention program for federal employees, particularly in the area of construction.

By way of emphasizing the importance of considering industrial safety, Yarborough said in his opening remarks:

"There are constant appeals to all of us as automobile drivers to be careful, and the National Traffic and

Motor Vehicle Safety Act of 1966 directed the Secretary of Commerce to establish federal safety standards for all new motor vehicles.

"Yet, according to the National Safety Council, there were more disabling injuries and deaths in the work situation than due to motor vehicle accidents in the first 6 months of 1967."

Senator Yarborough said that specifically, there were 850,000 motor vehicle injuries and 23,600 deaths compared with 1,000,000 work injuries resulting in either temporary or permanent disablement and 6,900 deaths.

"Obviously," said the Texas Democrat, "industrial safety merits our most careful consideration."

Sen. Yarborough introduced S.2864, the Administration proposal, subtitled, "Occupational Safety and Health Act of 1968."

VERMONT

AL Stafford (R)	W	W	W	R	W	W	R	W
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VIRGINIA

1. Downing (D)	R	W	W	W	W	R	W	W
2. Hardy (D)	R	W	W	W	W	W	W	W
3. Satterfield (D)	W	W	W	W	W	W	W	W
4. Abbitt (D)	—	W	W	W	W	W	—	W
5. Tuck (D)	W	W	W	W	W	W	W	W
6. Poff (R)	W	W	W	W	W	W	W	W
7. Marsh (D)	W	W	W	W	W	W	W	W
8. Scott (R)	W	W	W	R	W	W	W	W
9. Wampler (R)	W	W	R	W	R	W	—	W
10. Broyhill, Joel (R)	W	W	W	W	W	W	W	W

WASHINGTON

1. Pelly (R)	W	W	—	R	W	W	W	R
2. Meeds (D)	R	R	R	R	R	R	R	—
3. Hansen, J. B. (D)	R	R	R	R	R	R	R	—
4. May (R)	W	W	W	R	W	W	W	W
5. Foley (D)	R	R	R	R	R	R	R	R
6. Hicks (D)	R	R	R	R	W	R	R	R
7. Adams (D)	R	R	R	R	R	R	R	R

WEST VIRGINIA

1. Moore (R)	W	W	R	—	R	R	W	W
2. Staggers (D)	R	R	R	R	R	R	—	R
3. Slack (D)	R	R	R	R	R	R	W	R
4. Hechler, K. (D)	R	R	R	R	W	R	R	R
5. Kee (D)	R	R	R	R	R	R	R	R

WISCONSIN

1. Schadeberg (R)	W	W	W	R	W	W	W	W
2. Kastenmeier (D)	R	R	R	—	R	R	R	R
3. Thomson, V. W. (R)	W	W	W	W	W	W	W	W
4. Zablocki (D)	R	R	R	R	R	R	R	R
5. Reuss (D)	R	R	R	R	R	R	R	R
6. Steiger, W. A. (R)	W	W	W	R	R	W	W	W
7. Laird (R)	W	W	W	—	W	W	W	W
8. Byrnes, J. W. (R)	W	W	W	W	W	W	W	W
9. Davis, G. R. (R)	W	W	W	W	W	W	W	W
10. O'Konski (R)	R	R	—	W	—	W	W	R

WYOMING

AL Harrison (R)	W	W	W	W	W	W	W	W
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February 12, 1968

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington, D. C. 20001

Gentlemen:

We have examined the consolidated balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND
TEXAS TEAMSTERS BUILDING CORPORATION

as of December 31, 1967, and the related consolidated statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

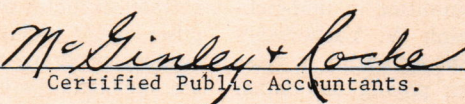
In our opinion, the referred to consolidated balance sheet and consolidated statement of income and expense present fairly the financial condition of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

as at December 31, 1967 and the results of its operations for the year then ended and were prepared on a basis consistent with that of prior years.

Respectfully submitted,

MCGINLEY AND ROCHE


Certified Public Accountants.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION,
AND TEXAS TEAMSTERS' BUILDING CORPORATION**

Consolidated Balance Sheet as of December 31, 1967

ASSETS

Cash		
On Deposit, Checking Accounts	\$ 540,858.81	
In Transit, Checking Accounts	7,582.50	
Office Funds	750.00	
On Deposit, Savings Accounts	1,766,788.50	
In Transit, Savings Accounts	35,000.00	
On Deposit, Time Deposits	<u>7,600,000.00</u>	\$ 9,950,979.81
Accounts Receivable		
Advances—Affiliates and Allied Organizations	256,259.10	
Advances for Bookkeeping Machines	53,849.77	
Others	<u>96,677.15</u>	406,786.02
Inventories—Cost or Market		
Local Union Supplies and Equipment		170,994.24
Investments		
Securities—Maturity Value	48,598,308.01	
Accrued Interest Thereon	<u>712,844.37</u>	49,311,152.38
Deposits		
Local Union Supplies and Equipment	37,056.77	
Others	<u>1,985.00</u>	39,041.77
Deferred Charges to Future Operations		
Prepaid Insurance	16,527.78	
Prepaid Organizing Expenses	22,500.00	
Prepaid Postage	3,362.11	
Prepaid Surety Bonds	10,170.81	
Prepaid Appeal Bonds	250.63	
Prepaid Taxes	6,028.67	
Prepaid Building Operation Costs	6,872.51	
Prepaid Rent	1,997.96	
Cafeteria Stock Inventory, Lower—Cost or Market	<u>1,072.42</u>	68,782.89
Fixed Assets		
Real Estate	5,131,059.24	
Furniture and Furnishings	133,719.88	
Office Equipment	66,390.85	
Automobiles	22,266.49	
Aircraft	<u>1,688.86</u>	5,355,125.32
Total Assets		<u>\$65,302,862.43</u>

LIABILITIES, DEFERRED INCOME AND NET WORTH

Accounts Payable		
Trade Creditors	\$ 154,894.72	
Escrow Funds	11,716.68	
The Teamster Affiliates Pension Fund	657,496.24	
Employees' Income Tax Withheld	50,528.65	
Others	<u>5,005.92</u>	\$ 879,642.21
Accruals		
Salaries and Expenses	12,695.68	
Taxes—Social Security	<u>4,307.98</u>	17,003.66
Total Liabilities		896,645.87
Deferred Income		1,220,610.76
Net Worth		
Balance, January 1, 1967	53,159,855.06	
Add:		
Excess of Income Over Expenses for the Year ended December 31, 1967	<u>10,025,750.74</u>	63,185,605.80
Total Liabilities, Deferred Income and Net Worth		<u>\$65,302,862.43</u>

This Balance Sheet is subject to a contingent liability of \$150,000.00 for judgment rendered in Hatas vs. I.B.T., et al., court case.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION,
AND TEXAS TEAMSTERS' BUILDING CORPORATION
STATEMENT OF INCOME AND EXPENSES
For the Year Ended December 31, 1967

Operating Income			
Fees			
Per Capita	\$29,532,654.55		
Initiations	1,043,495.00		
Organizational	179.00		
Back Tax	21,760.70	\$30,598,089.25	
Other Income			
Sale of Supplies	125,065.36		
Refunds, Claims, Sales and Overpayments	285.00	125,350.36	
Total Operating Income			\$30,723,439.61
Deduct:			
Operating Expenses			
Donations to Subordinate Organizations	3,652,599.50		
Organizing Campaign Expenses	2,335,251.87		
Supplies Purchased for Resale	88,503.38		
The Teamster Affiliates Pension Fund	8,222,674.78		
Convention Expense	20,251.64		
Magazine "International Teamster"	1,278,960.55		
Legal Fees and Expenses	338,698.82		
Retirement and Family Protection Plan	1,380,703.71		
Judgments, Suits and Settlements	267,159.69		
Appeals and Hearings	10,323.25		
Officers', Organizers' and Auditors' Salaries	1,278,855.53		
Officers', Organizers' and Auditors' Expenses	690,167.40		
Staff Salaries	440,901.39		
Staff Expenses	19,032.40		
Printing and Stationery	31,508.87		
Postage	23,535.37		
Telephone and Telegraph	67,301.41		
Express and Cartage	13,306.66		
Office Rent	16,800.00		
Office Supplies and Expenses	80,741.40		
Office Furniture and Equipment Expense	6,263.76		
Auditing Expenses	3,900.00		
Affiliates' Auditing Expense	819.50		
Bonds and Insurance	28,239.72		
Building Occupancy Expense			
Custody	12,897.49		
Maintenance, Supplies and Service	207,922.87		
Supervision and General Expense	21,756.24		
Cafeteria and Kitchen	85,040.20		
Depreciation, Building	100,431.38		
Insurance, Building	6,290.52		
Taxes, Real Estate	74,527.48		
General Executive Board Meeting Expense	25,618.12		
General Executive Board Authorizations	81,623.73		
Donations to Public Causes	34,000.00		
Moving Expenses	587.50		
James R. Hoffa Scholarship Fund	21,199.81		
San Francisco Office	6,462.97		
Portland Office	2,367.42		
Dallas Office	310.00		
Seattle Office	12,000.00		
New York Office	5,000.00		
Public Relations	113,738.05		
Taxes, Personal Property and Others	15,687.77		
Taxes, Social Security	98,902.18		
Departmental and Divisional Expenses	1,600,972.06		
Auto Repair and Maintenance	7,934.79		
Aircraft Repair and Maintenance	104,665.21		
Depreciation and Amortization	40,380.25		
Health and Welfare	27,647.32		
Participation in Labor Movement Causes	31,600.00	\$23,036,063.96	
Net Income from Operations			\$ 7,687,375.65
Add:			
Financial Income			
Income			
Interest on Investments	\$2,213,661.81		
Discount Income	195,906.59	2,409,568.40	
Expenses			
Service Charges	36,383.28		
Investment Expenses	1,137.25	37,520.53	2,372,047.87
Total Operational and Financial Income			\$10,059,423.52
Add:			
Other Income			80.45
Less:			
Other Expense			\$10,059,503.97
Deficit Operations—Texas Teamsters Building Corporation			33,753.23
Excess of Income over Expenses for the Year ended December 31, 1967			<u>\$10,025,750.74</u>

● Bill Collectors at Work

America's friendly bill-collectors are flooding Congress with mail. Along with lawyer and doctor allies, they are asking Congressmen to vote against anti-garnishment provisions in the truth-in-lending bill. The House bill, stronger than the one passed by the Senate, restricts wage garnishment to 10 per cent of income over \$30 a week, and prohibits firing of workers for a single garnishment.

Three letters from Aberdeen, S.D., two from doctors and one from a lawyer, reveal the organized assault on protection for workers. The letters are identical in layout and content. They contain the same misspelling—the double “m” in “amending,” they misspell Congressman Sullivan's name, and they also list the same incorrect zip code.

● Modest Wage Gains

Wage gains won by unions in their 1967 contract negotiations were on a good but ‘modest’ level in the opinion of labor economists. Figures published by the Bureau of Labor Statistics for the year show that approximately 4,500,000 workers were covered by settlements most of which carried over into more than one year. On the whole, the settlements were roughly one per cent higher than were negotiated in 1966.

Considering only wage changes scheduled to go into effect over the entire life of the contract, average gains of 5 per cent were made as compared with 3.9 per cent during 1966.

● Corporate Farm Subsidies

The National Observer pointed out recently that 4 giant cotton farms in the San Joaquin Valley of California received federal subsidies ranging from \$1,014,860 to \$2,807,633 in 1966.

Another 11 huge corporate farms throughout the nation received government payments ranging from \$500,000 to \$999,999 each in the same year. Some 258 huge farms received subsidies ranging from \$100,000 to \$499,999.

Backers of the farm price support program claim that a limit on subsidies to the giant operators “would jeopardize aid to small family farms.”

● Local Motortruck Drivers

Average union hourly wage scales of local motortruck drivers and helpers rose 5.9 per cent between July 1, 1966, and July 1, 1967, according to the U. S. Department of Labor's Bureau of Labor statistics. This was the largest increase since 1953, and brought the bureau's index of such scales to 144.9

(with 1957-59 rates equaling 100).

The 20-cent increase in the average was the largest recorded since these annual surveys began in 1936. The average scale rose 5.9 per cent, or 20 cents, for drivers, and 6.3 per cent, or 19 cents, for drivers' helpers.

● Teamster Organizing

National Labor Relations Board statistics for last December show that Teamsters Union affiliates continued in that month to dominate the single-union representation election picture.

Teamsters took part in 150 of the total 531 single-union elections for an average of better than 28 per cent. They won 81 of the 271 single-union election victories for an average of 30 per cent.

Of 12,064 employees eligible to vote in the single-union election wins, some 1,738—or 14.4 per cent—voted for Teamster affiliation.

● Gray Area War

There is increasing activity by states to curb illegal motor transportation and to compel observance of economic and safety laws governing freight hauling, according to the American Trucking Assns., Inc.

The ATA says state activity has been stimulated by Public Law 89-170, the so-called gray area law, which provides for federal-state cooperation in enforcement and the state registration of Interstate Commerce Commission certificates and permits.

An ATA committee is currently surveying the states to determine the extent of illegal transportation and what is being done about it.

● Saving Phenomena

Americans have been saving an especially large share of their after-tax incomes since the fourth quarter of 1966, according to the Council of Economic Advisers—a fact that has puzzled economists.

The percentage of saving of disposable personal income in calendar 1965 was 5.8 per cent. In 1966, the figure was 5.9 per cent. The average for 1959-64 was 5.5 per cent. But in 1967, the figure jumped to 7.1 per cent.

The only single theory for the increased savings that is winning wide acceptance is that people are more anxious and thus, like squirrels hoarding nuts for the winter, are saving more money.

● Doctor Gives Warning

Dr. James Z. Appel, former president of the American Medical Association, recently urged his colleagues to stop increasing their fees or “society

might well withdraw this freedom" to set charges.

The physician asserted that savings resulting from increased productivity should be passed on to patients, especially as the amount of free service diminishes.

He added: "The voluntary establishment of reasonable income ceilings is the only protection the medical profession has against governmental price controls."

● Record Profit Surge

Corporate profits again appear to be heading for new quarterly records, according to the *Wall Street Journal*.

A *Journal* compilation of results for 581 companies reporting early for the fourth quarter of 1967 shows they cleared profits totaling more than \$5.6 billion in the period. The sum was up 5.2 per cent from their total profit of \$5.3 billion in the same period for the previous year.

Moreover, businessmen say the outlook for the current quarter is for a bigger year-to-year gain in profits than was achieved in the fourth quarter of 1967.

● Labor Costs Slow

While profits surged in the fourth quarter of last year, the rise in unit labor costs slowed to a 3.7 per cent rate, according to the Labor Department's Bureau of Labor Statistics.

The federal agency said in a report: "The slowing rise was due to a somewhat slackened increase in hourly compensation, combined with the fairly steady, although low rate of gain in output per man hour since the second quarter."

One government economist said the new figures show the economy has passed the peak of upward pressures on labor costs.

● World-Wide Jobless Rate Up

Unemployment in 1967 went up both in industrialized countries and in those countries in the development stage and while there were wage boosts, they did not contribute much more to buying power than to compensate for a drop in the work week and increases in the cost of living.

"In most industrialized countries," said the annual report of the International Labor Organization, "the slackening of economic expansion or the extreme slowness of recovery was translated into a drop in employment and a rise in unemployment. In the developing countries, information, though still incomplete, testified that the situation is not improving. The growing excess of manpower is far from being absorbed."

● IBT Supports Safety Bill

The International Brotherhood of Teamsters has thrown its support behind the Occupational Safety and Health Act of 1968. In a letter to Senator Ralph Yarborough, chairman of the Senate Labor Subcom-

mittee considering the bill, IBT Legislative Director Carlos Moore said:

"The necessity for legislation such as proposed by this Act is clearly reflected by the superficial analysis of work-injury rates released by the Bureau of Labor Statistics.

"Although we are privileged to represent employees covering a wide and varied range of industry and business, the basic area of our jurisdiction, the motor freight and warehousing industry provides clearly the definite need for safety legislation. In 1965, this industry had a frequency rate of 29.2 disabling work injuries per million man hours worked. This resulted in a severity rate of 1,672 days of disability for each million man hours worked."

● Mexican 'Runaways'

At least 100 American plants are now in operation on the Mexican side of the U.S.-Mexico border and are costing hundreds of American jobs, according to Vice President Howard D. Samuels, of the Amalgamated Clothing Workers.

Samuels declared in a recent interview that tax breaks and cheap labor are luring U.S. employers to Mexico and hurting both the U.S. and Mexico. He labeled Mexico's 5-year border industrialization program an "invitation to runaways" whose numbers have been steadily growing.

Such plants do little to improve standards and conditions in the border areas of Mexico, Samuel said. He pointed out that "they get all kinds of tax rebates," while they pay substandard wages.

● 3-Day Congress

A *Congressional Quarterly* survey shows that in the first session of the 80th Congress Friday was rarely a working day and Monday was only a trifle busier. That left Tuesday, Wednesday and Thursday for real congressional floor activity.

The survey showed that the House managed a total of 19 4-day weekends compared with 15 for the Senate. A record number of roll-call votes were taken during the year, but 75 per cent of them occurred during the 3 middle days of the week.

● Consumer Protection Program

President Johnson has issued a strong message to Congress on behalf of consumers' rights, along with a strong plea for a tax increase "to curb inflation." LBJ's consumer measures include:

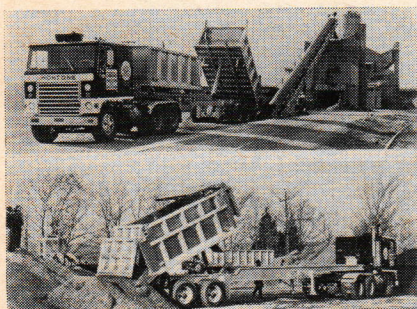
The appointment of a consumer counsel in the Justice Department, a kind of people's lawyer; clean poultry and clean fish bills to follow along the lines of the meat inspection bill passed in the last session of Congress; a crack-down on fraud and sales rack-ets; a comprehensive study of the auto insurance system by the Secretary of Transportation; protections against hazardous radiation from TV sets, X-ray machines and other devices; safety standards for small boats and boating equipment; a voluntary program designed to set industry standards on repairs, warranties and guarantees of appliances.

WHAT'S NEW?

Two-Dump Truck

A new kind of aluminum dump trailer—with two independently operating bodies on the same chassis—has been introduced.

The rear body dumps its load in the normal manner and returns to the flat position. The forward body then moves along the chassis on rollers and telescopes into the rear body. The rear body is hoisted again, dumping the load from the front unit.



The bodies combined carry 225 cubic yards of payload. This capacity can vary according to customer requirements.

The firm lists these advantages of the new patented design:

1. Stability. The new concept can be fabricated to meet the length requirements and bridge formula of any state without any of the problems of stability which may affect any single-body standard dump trailers when their bodies are in the dumping position. As an example, this new concept is ideal in any spreading or single stockpiling operation.

2. Ideal axle weight distribution. The design places the loads over the truck chassis tandem and the trailer chassis tandem giving proper individual axle weight distribution.

3. Maximum payload. The aluminum design permits the greatest payloads under the legal gross weight limitations. Tare weight of the aluminum trailer is approximately 12,500 pounds, permitting payloads of more than 50,000 pounds, depending on state regulations. Aluminum construction reduced the tare weight by 5,000 pounds from an earlier prototype built in steel.

4. Versatility in loads. The new

dump trailer can carry different material in each of the two bodies.

On the first aluminum trailer model, the single controls for the dumping operation are located on the driver's side of the trailer. Also, controls may be mounted in the truck cab.

The pre-stressed sidewall construction is believed to provide maximum strength in a lightweight aluminum box. A full boxed extruded top rail locks into the sheet which forms the sidewall. Tapered side post extrusions are locked into the top and bottom rails by solid welding to prevent bowing of sides. A one-piece aluminum floor sheet, a full 95 inches in width, traverses entirely under the sidewall and locks into the lower rub rail. All aluminum extrusions are one piece, regardless of length or height of the dump trailer. A high-magnesium alloy is used to provide the maximum strength and abrasion resistance.

Light Glasses

Here is a practical item giving illumination while leaving both hands free. The glasses can be used for:

1. Car Drivers doing night repairs.
2. Police Officers doing night checks.
3. Camping.
4. Comfortable reading lamp in bed, without disturbing anybody.
5. Pedestrians walking at night in the countryside, warning oncoming cars.



This handy item uses size "C" batteries, which are obtainable everywhere. The glasses sell at about \$8.00, come in gray/white and are made from high resistant light weight plastic.

A New Kind of Power

Burning rocket fuel and air, dripping water from its exhaust pipe, an experimental electrical engine in an Army M-37 truck may be trying to tell us something about the very long-range future of road power units. A large firm recently installed a fuel cell unit in the army truck, for tests at the Army's Fort Belvoir, Va. Research Center, and it has some features worth noting.

The designers say that it will outperform a regular truck equipped with a 100 HP engine and manual transmission in acceleration tests. It has a top speed of about 55 mph, and can climb a 20 degree grade when equipped with nine fuel cells. The expected life of the system is about 1,000 hours today—one of the serious drawbacks.

Precise control and silence in operation as well as the lack of air-polluting exhaust are some of the advantages. The silence and control factors are important to the military, and may become more important in the civilian market as we become more concerned with noise control as well as air and water pollution.

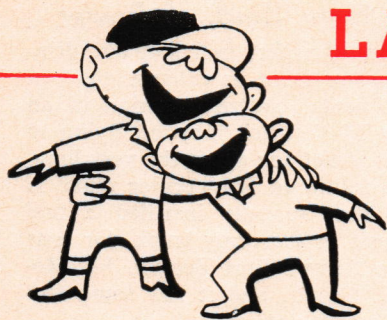
Electrical power is produced in this fuel cell by the combination of hydrazine—widely used as a rocket fuel—and oxygen. The process is the reverse of the school-room science demonstration which uses an electric current to break water down into its two gases—hydrogen and oxygen.

A simple fuel cell combines oxygen and hydrogen chemically, and produces electricity. Other fuels, hydrazine among them, can be used. Fuel cells are reported to have run on whisky.

The biggest drawback to the use of fuel cells today is the cost of the fuel, and the weight and size of the power units.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Time's A Wastin'

One busy morning it took some time for the doctor to see all the patients in his waiting room. He apologized to an elderly man for the long delay.

"I didn't mind the wait so much, doctor," came the reply, "but I thought you would prefer treating my ailment in its earlier stages."

Convenient

"I wouldn't exactly call him stingy," said Fother, talking of a friend, "but he's left-handed and always keeps his money in his right-hand pocket."

Broke

Grandpa: "Ah, me, you don't know what it means to be old and bent."

Grandson: "Maybe not, but I know what it means to be young and broke."

The Secret

"I don't think any woman can keep a secret."

"My wife can. We've been married ten years and she's never told me why she's always wanting money."

Dream World

This is one they tell in Poland. A hypnotist at a Warsaw theater peered into a volunteer's eyes and said: "You are in Africa, you are hot, dying of thirst." The subject clutched his throat, stuck out a swollen tongue.

"Now you are in Siberia," the hypnotist continued, "you are freezing." The subject rubbed his hands and feet, agonized by cold. The hypnotist snapped his fingers and the subject returned to normal.

Putting him into a trance again, the hypnotist said: "You are in America, you are out of work, you are in rags." The subject opened one eye and said, "You snap your fingers at me buddy, and I'll break your neck."

Useful

They were unpacking their goods for a weekend's camping.

"George!" thundered the wife, as she came upon an unopened bottle of whiskey, "what's the meaning of this?"

"That's all right, my dear. I brought it along to stick a candle in when it's empty."

Savings Plan

A refrigerator salesman pleaded: "Lady, you can save enough on your food bill to pay for it."

"Maybe so," she said, "but we are paying for the car on the carfare we save, and we are paying for the washing machine on the laundry bill we save. It looks like we just can't afford to save any more at present."

The Better Half

A woman has been compared to a ship because it costs a lot to keep her in paint and powder. She'll drift off if you don't keep her tied down, she makes her best showing in a high wind, and it takes a man to handle her.

Tough Brake

"I see you've given up teaching your wife to drive."

"Yes, we had an accident. I told her to release her clutch and she took her hands off the wheel."

The Brighter Side

"You mustn't let Monica's wedding upset you, dear," Mr. Fell consoled his wife. "Don't think of it as losing a daughter—but gaining a bathroom."

Re-Christened

There was a man who called a spade a spade—until he stumbled over one in the dark.

Like The Elephant

Wife (to husband who has had a few too many): "If it were the first time, Archibald, I could forgive you, but you came home in the same condition in November, 1918."

Ever Ready

"Why the peculiar costume?" queried the startled young lady.

"I was hoping you'd ask," said her boy friend. "The weather has been so changeable I am wearing my Bermuda shorts with long underwear."

Wondering

Why doesn't the Internal Revenue Bureau offer us double our money back if we aren't satisfied?

When and Where

Jerkins: "Vacation plans never bothered me."

Friend: "How come?"

Jerkins: "My boss decides when I'll go and my wife decides where."

All Depends

A city boy on a night hike in the Rocky Mountains inquired of the guide, "Is it true, a grizzly won't attack you if you're carrying a flashlight?"

"That depends," said the guide, "on how fast you're carrying it."

Preparedness

A thoughtful wife is one who has the pork chops ready when her husband comes home from a fishing trip.

Father's Day Fare

"My father always proposed a toast before he disciplined me."

"That's funny. What was it?"

"Bottom up."


Room Service

The hotel clerk said to the convention delegates: "We have only one room with a bath, but it's taken. Would you mind sharing a bath with another man?"

"Why, of course not," said the delegate. "Not as long as he stays at his end of the tub."

FIFTY YEARS AGO

in Our Magazine



VOL. XV

(From the March, 1918 issue of the TEAMSTER)

Number 3

Milk Price Squeeze: Concern Over Dwindling Supply

**Middlemen Skim Off The Cream While
New York Dairymen Sell at Their
Cost or Less. Cows Sold for Beef**

AN investigation being conducted in New York by the federal milk commission indicates the existence of a serious situation there. Dairymen offered figures showing that it costs from 7 to 9 cents to produce a quart of milk. They receive about 7 cents from distributors, so that practically all are losing money. Many farmers are getting out of the dairy business. Some are trying to sell their places and others are selling milch cows for beef. From one rural station seventy car loads of cows were shipped to the stockyards within a few days.

This is an old story, but it bespeaks a condition that will eventually have to be taken in hand. We must have milk, preferably at a reasonable price, but we cannot do without it. If farmers sell their cows for beef we may soon be unable to get sufficient milk at any price. If they can show that they cannot make a living by selling milk at current prices, they should be paid enough to insure the preservation of their herds and the continuance of their business.

If this requires that the consumer pay more it will be better to pay more than to do without milk. But it ought to be possible to raise the price paid the farmer without raising that paid by the consumer. New York farmers receive only 7 cents a quart for milk. About the same amount is received by middlemen for distributing. This is the cost that invites cutting. It appears to be high for the service rendered, although it does not necessarily mean that any one dealer is getting more than a

fair profit on his capital and labor. The distribution system is archaic and costly. The distributor may be a profiteer or he may be only the victim of a system which he did not start. Power given authorities through war necessity should be able to bring a reformation. Drastic action is almost certain to be taken ultimately.—Indianapolis News.

In Support of Secretary Baker

WE are reading considerable in the daily papers of the investigation of the war, and how it has been conducted, now going on in Washington, in which many of our Congressmen and Senators are becoming rather conspicuous. We are not opposed to investigations.

We are not opposed to giving matters the light of day. Deep secrecy might be injurious to the nation. Just and honest criticism is always helpful, but the question that confronts us, the matter that seems to be puzzling the minds of the millions of Americans is, whether or not our legislators are sincere in their investigations. We all realize that there are matters with which the government is confronted which cannot be made known. There are conditions surrounding the

government which must not be made known; for instance, the embarking of our troops for the other side, when the regiments are about to leave, when they are about to land, and all other matters of a similar nature must be kept secret. Considerable criticism, however, is being heaped upon the Secretary of War in this investigation. We are of the opinion that it is uncalled for. Secretary Baker has done as well as any man in our country could have done under similar circumstances.

The Passing Livery Stable

ANCIENT and honorable institutions sometimes pass out of our common life with little note. Thus has the horse car gone, the toll gate, the wood burning range, and homemade pies, all victims of a ruthless progress. One now passing has so long rendered useful and honorable service that its exit should not be permitted to go unheeded. The Providence Journal brings the situation to light with a note to the effect that a short time ago the last livery stable in a New England district went out of business. There is no doubt that this sad surrender to immutable natural laws is being repeated in every State in the Union, that the livery stable as an institution is slowly passing from our midst.

No longer does the town boy hire a rig and take his girl out riding on Sunday afternoons. If he asked her to go "buggy-riding" in these days of gasoline

she would probably write him off her list as harmless but impossible. Father no longer takes the family out in a surrey hired from the livery man. His family would object, even though personally he might prefer a nice horse-and-surrey ride to the strenuous gasoline excursion. The commercial traveler who wants to do business uses the telephone or the automobile if he can, the horse, reluctantly, if he must.

Slowly, but surely, the livery stable is succumbing, a victim to these changes. Even in Indianapolis it is not by any means as obvious to sight—or smell—as it once was. In its

place is the garage, equally redolent, but of another odor. In the past the harborage of the hired horse and rig used to be considered something of a nuisance, especially by him whose residence was thereby, something to be tolerated as a necessity, but not loved as a friend. The attitude of mankind toward institutions in their prime and in their day of decay is inevitably different. As the livery stable passes it becomes more picturesque, more tolerable. When it has finally gone recollection may cause a pang in the heart of him who used to spend the greater part of his week's wages for a Sunday horse and rig as well as for her who shared in the benefit of his munificence.—Indianapolis News.



JOSEPHINE HOFFA
President, National
Drives Ladies Auxiliary

"The election in November could well be the most important election ever held in this country. As working men and women, we cannot afford the luxury of apathy. We must all register so that we will be eligible to vote in November. In line with that objective, DRIVE is promoting voter registration across the country, and one means of accomplishing that end is the use of bumper stickers such as the one which is reproduced at the bottom of this page.

"These bumper stickers are available to local unions from the DRIVE national headquarters in Washington, D.C., at \$40 per thousand.

"Local unions are urged to order their bumper stickers now and step up the voter registration drive throughout the country."—Josephine Hoffa.



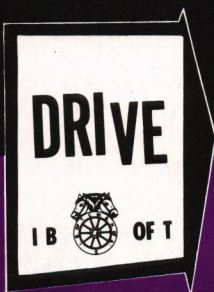
Check Your States Voter Registration Laws



Become a Qualified Voter



**Be Ready in November to Protect
Your Freedom.**



I'M REGISTERED

to Vote! Are You?

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